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ABSTRACT

The sixth of eight delegate workbooks prepared for the May, 1977 White House Conference on Handicapped Individuals contains ballots for the workshop on employment, economic opportunity and economic security. The ballots are designed to enable delegates to assign priorities to various issues and proposals in a way that reflects conclusions of state and territorial conferences. The following issues are among those considered: modification of state and federal statutes and regulations to expand employment opportunities; implementation of job training, career and vocational education programs; modification of state property taxes to improve access to adequate housing; employment preferences for severely disabled veterans; and modification of supervisors' attitudes to insure equal opportunities for career advancement. For each such topic, multiple proposals, to which delegates must assign priorities, are listed. For example, ways suggested to remove barriers to good credit ratings for the handicapped include strenghening of state legislation against discrimination, amending the Equal Credit Opportunity Act to include physical disabilities and amending the Truth in Lending Act to extend the payment period on installment contracts. (GW)

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ED141678

THE WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

DELEGATE WORKBOOK

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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WORKSHOP VI
ECONOMIC CONCERNS

EMPLOYMENT
ECONOMIC OPPORTUNITY
ECONOMIC SECURITY

WASHINGTON, D.C., MAY 23-27, 1977

FC010191

LEGISLATIVE HISTORY

The White House Conference on Handicapped Individuals was authorized by Public Law 93-516, the Vocational Rehabilitation Act of 1973, as amended in 1974. Title III of the Act declared, "It is of critical importance to this Nation that equality of opportunity, equal access to all aspects of society and equal rights guaranteed by the Constitution of the United States be provided to all individuals with handicaps."

The measure was passed and approved by both House and Senate in November, 1974 and signed into Law by President Ford in December, 1974. Title III, sections 300-306, P.L. 93-516, is called the "White House Conference on Handicapped Individuals Act."

MISSION STATEMENT

The mission of the White House Conference on Handicapped Individuals is comprised of three goals:

- to provide a national assessment of problems and potentials of individuals with mental or physical handicaps;
- to generate a national awareness of these problems and potentials; and
- to make recommendations to the President and Congress which, if implemented, will enable individuals with handicaps to live their lives independently, with dignity and with full participation in community life to the greatest degree possible.

THE PROCESS

Officially the White House Conference commences on Monday evening, May 23rd. Whether you are an official (voting) delegate or an observer, it is important that you pre-register. By doing so, you will expedite your own check-in and room assignment at the Sheraton-Park and receipt of your official participant documentation. Registration and securing of registration materials will extend from 8:30 a.m. to 7:00 p.m. on the 23rd. The first evening's event is scheduled for 7:30 to 9:00 p.m., and will feature greetings from President Carter. Immediately after the opening ceremony, there will be a cabaret featuring disabled professional entertainers and lasting from 9:00 to 11:30 p.m.

Tuesday, May 24th, the Conference business begins with workshops that will consider issues and alternative recommendations. The morning and afternoon discussion sessions will be divided according to Concern and topic designation, following the format listed in this workbook. All delegates will be assigned to specific sessions to insure full discussion of all topics and maximum utilization of available space. That evening, each State delegation will hold a caucus to discuss and cast votes on issues and recommendations.

Each State has assigned delegates to every session of the Conference. They report to their respective delegations the subjects, points of discussion, favored recommendations and State positions on the issues. Additional sessions will be conducted Wednesday morning and afternoon and Thursday morning, and are followed by State caucuses Wednesday evening and Thursday afternoon.

Thursday afternoon features a closing session to present recommendations and their implications. On Friday morning a full report will be available on the recommendations under each of the Conference's 25 Topical areas for everyone attending the White House Conference.

The major task then of delegates at the White House Conference will be to discuss the merits and implications of specific issues and recommendations as identified through State and Territorial Conferences and seminars and prioritize the recommendations that best combine to solve each issue. Voting by delegates will be computerized so that complete results will be available on the final day of the National Conference.

The Conference also will offer the opportunity for minority reports or general expressions to be presented Tuesday and Wednesday evenings at open forums. Verbal comments must be limited to three minutes. Written documentation must not be longer than three single-spaced pages. Participants will be taken in the order of registration. A registration booth will be open from 8:00 a.m. to 5:00 p.m. Tuesday and Wednesday in the hotel lobby.

Observers at the Conference are asked to abide by certain ground rules. Only official delegates are eligible to discuss issues and vote on recommendations. While observers may not discuss the issues at the various sessions, they are welcome to discuss topics with delegates during meal breaks and when official sessions are not being conducted. Observers will be surveyed on a variety of matters at the end of the Conference.

The closing session of the Conference will take place Thursday afternoon. It will include a Congressional reception to which everyone is invited. This will be your chance to meet the members of Congress and Federal officials on a personal basis. And, despite the possible fatigue resulting from several days of intense activity, it will be a time for reflecting on the meaning of this most significant event and preparing for the work of implementation that must follow.

Delegate and Participant Statements From State White House Conferences

"This is the first big opportunity for handicapped individuals to give testimony on problems that directly affect their lives, and many have solutions which our legislators need to be aware of. Now we can address ourselves to the basic problems and start solving them through a united effort, with all the government agencies working, together with consumers, toward the same end."

Joan Glance Fernandes
Lamar, Texas

"The purpose of these meetings is to hear from the handicapped themselves about their problems and needs. Of the 300 persons who attended the regional conference, 150 were handicapped, about 75 were parents of handicapped persons and another 75 were professional people who work in programs for handicapped individuals. That was a very good representation."

John Winters
Northwest Florida Society for Crippled Children and Adults
Pensacola, Florida

"I have attended hundreds of conferences, but this was my first experience at a large conference for handicapped people. From my observations of the Colorado White House Conference, I would say that other groups could take a lesson from these people in their earnest endeavors to accomplish a meaningful and productive experience for each person in attendance. In spite of their handicaps, they did just that."

Mrs. Elaine Clearfield
Denver, Colorado

"Most importantly, the work of the White House Conference should be seen as just a beginning in the fight to erase the barriers that traditionally have troubled handicapped people. We're not looking at this as a one-shot thing. This is something that will be continued."

Ms. Marienne Fields
Cincinnati, Ohio

"I'm elated to be elected a delegate to the White House Conference in Washington. This is a stepping-stone. It's the first conference of which we, as disabled individuals, hope to have many."

LeRoy Wells
La Crosse, Wisconsin

"Handicapped people have been silent for a long time about the discrimination they face every day in areas such as employment, health care, education, housing and recreation. We look at the White House Conference as our chance to be heard."

Jack Martin
Seattle, Washington

Many of us feel that the handicapped in America have a unique opportunity through the White House Conference. With its pre-conference activities on the local and State level, it gives us a real chance to have input in keeping with the American system. If we are willing to accept our share of responsibility for community action, we can, and will, improve our own lot in life and that of future generations."

Bill Kiser
Winston-Salem, North Carolina

"The West Virginia White House Conference was a very productive meeting. It gave handicapped persons a chance to voice their problems concerning medical, financial, insurance and job needs. Hopefully, it will provide an impetus for legislation at the national level to benefit handicapped people."

Joe Yaneris
Webster Springs, West Virginia

"I am pleased there will be an opportunity for Minnesota's handicapped persons to contribute to the White House Conference in Washington. The statement of the experience and needs of handicapped people in our State has much to offer the National decision-makers."

Gov. Wendell Anderson
Minneapolis, Minnesota

THE WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

STAFF

Jack F. Smith
Executive Director

Joe Magnino
Executive Special Assistant

George Conn
Special Assistant

Alfred Emery
Special Assistant

Paul R. Ackerman
Director of Planning and Evaluation
Planning Chief for Educational Concerns

Miriam W. Rappaport
Special Assistant to
Director of Planning and Evaluation

William Shepherd
Planning Chief for Consumer Affairs

Dennis Wyant
Planning Chief for Economic Concerns

Sherri Ash
Planning Chief for Social Concerns

Rosemarie Brooks
Planning Chief for Special Concerns

Margaret Parsons
Planning Chief for Health Concerns
Planning Specialist for Consumer Affairs

Louis Rigdon
Planning Specialist for Social Concerns
Author/Editor: Civil Rights Awareness Paper

Odessa Woods
Planning Chief for Special Populations

Marilynne Tilson
Planning Chief for Cultural Affairs

James P. Gelatt
Consulting Editor

NATIONAL PLANNING AND ADVISORY COUNCIL TO THE WHITE HOUSE CONFERENCE ON HANDICAPPED INDIVIDUALS

Dr. Henry Viscardi, Jr.
President
Human Resources Center
Albertson, New York 11507

Mrs. Jacquelin S. Allsup
Route 5, Box 331-G
Club Colony
Hartsville, South Carolina
29550

Mrs. Jane Belau
433 Ninth Avenue, S.W.
Rochester, Minnesota
55901

Dr. Louis Bransford
6402 Claremore Lane
San Diego, California
92120

Mr. Jesse Brown
National Appeals Officer
Disabled American Veterans
810 Vermont Avenue, N.W.
Washington, D.C.
20421

Charles L. Christian, M.D.
Physician in-Chief and
Associate Director of Research
Hospital for Special Surgery
535 East 70th Street
New York, New York
10021

Mr. John W. Christensen
1204 Edgewood
Lake Forrest, Illinois
60045

Mr. Salvatore D'Amico
Social Work Service
Veterans Hospital
Newington, Connecticut
06111

Ms. Sondra Diamond
9325 Academy Road
Philadelphia, Pennsylvania
19114

Honorable Robert Dole
United States Senate
2327 Dirksen Senate Office Bldg.
Washington, D.C.
20510

Honorable Joseph Foss
Post Office Box 566
Scottsdale, Arizona
85252

Dr. Victor H. Galloway
Director, Division of
Developmental Education
Model Secondary School for the Deaf
Kendall Green, N.E.
Washington, D.C.
20002

Mr. Leonard Goldenson
803 The Parkway Shore Acres
Mamaroneck, New York
10543

Mrs. Phyllis F. Harper
420 North 16th Street
Keokuk, Iowa
52632

Dr. Harold W. Heller
Superintendent
Bryce Hospital
Tuscaloosa, Alabama
35401

Dr. Paul R. Hoffman
Executive Director
Stout Vocational Rehabilitation
Institute
University of Wisconsin-Stout
Menomonie, Wisconsin 54751

Mr. Morley A. Hudson
4609 Gilbert Drive
Shreveport, Louisiana
77106

Honorable Margaret R. Manning
Delaware Senate
605 Greenbank Road
Wilmington, Delaware
19808

Mr. Albert Pimental
Director of Public Services Program
Gallaudet College
7th & Florida Avenue, N.E.
Washington, D.C.
20002

Mr. Burt Risley
Executive Director
State Commission for the Blind
Post Office Box 12866
Austin, Texas
78711

Mrs. Barbara B. Sachs
1615 Anderson Road
McLean, Virginia
22101

Mr. Max Schneier
200 Central Park South
New York, New York
10019

Miss Jayne Shover
Executive Director
National Easter Seal Society for
Crippled Children and Adults
2023 West Ogden Avenue
Chicago, Illinois
60612

Ms. Beverly Sills
211 Central Park, West
New York, New York
10024

Mr. Lawrence T. Smedley
Associate Director
Department of Social Security
AFL-CIO
815 Sixteenth Street, N.W.
Washington, D.C.
20006

Dr. Donald L. St. Pierre
Chairman, Department of Anatomy
Ohio State University
School of Medicine
Columbus, Ohio
43210

Ms. Dianne B. Smith
Department of Counseling
Gallaudet College
7th and Florida Avenue, N.E.
Washington, D.C.
20002

Dr. Donald W. Trubey
Chairman
Department of Communication Disorders
Eastern New Mexico University
Portales, New Mexico
88130

List of Delegate Workbooks

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PREVENTION
PSYCHOLOGICAL ADJUSTMENT

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RESEARCH
TECHNOLOGY

WORKSHOP III
EDUCATIONAL CONCERNS

PRE-SCHOOL
SCHOOL-AGE
POST-SCHOOL

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CULTURAL

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CIVIL RIGHTS
SPECIAL POPULATIONS
VETERANS
AGING

INDUSTRY-LABOR COUNCIL

The Industry-Labor Council of The White House Conference on Handicapped Individuals was formed to spotlight national problems and opportunities in employment of handicapped people, and to recommend actions for the White House Conference.

Members:

Mr. George Meany, President of the AFL-CIO, and Mr. John R. Opel, President of the IBM Corporation, are Council Co-Chairmen. Mr. A. Dean Swift, President of Sears, Roebuck & Co., and Mr. Charles H. Pillard, International President of the International Brotherhood of Electrical Workers, are Co-Vice Chairmen.

The membership of the Council was drawn from corporations and labor unions which have demonstrated a special interest in the training and employment of handicapped individuals. The Council and its many sponsoring members from labor and industry conducted various information/education activities, the chief of which was four regional conferences.

Purpose:

The member organizations took part in the activities leading to a formal report to the White House Conference, the President, and the Congress. Deriving their value from the combined efforts of industry and labor at a policy level, this report and the other activities of the Council will directly benefit both labor and industry by providing guidelines for the formation of national policies on the training and employment of handicapped individuals. They will aid employers to continue to meet the affirmative action requirements of the Rehabilitation Act of 1973. They will aid labor unions by helping to clarify issues which must be resolved if this segment of our labor force is to be properly represented. They will aid the handicapped population and the country by helping to improve the climate of understanding and acceptance of handicapped workers. Such improved opportunities for employment will tend to increase the tax base for all levels of government.

Handicapped Americans live in a country whose central political themes talk about equal opportunity. For most people—and especially for the handicapped—the realization of that ideal has to begin with employment. Industry and Labor play a crucial role. Formation of this Council is an additional expression of an ongoing effort by Industry and Labor to translate rhetoric to reality for handicapped people.

Regional Meetings:

The Industry-Labor Council has conducted four regional meetings, with about 200 participants each, to provide companies and unions with a forum for the sharing of ideas, problems, and opportunities; and for preparing special recommendations in areas of interest to labor and industry for submission to the White House Conference, the President, and the Congress.

Twenty Council members, ten from labor and ten from industry, are official delegates to the White House Conference and will present the Council recommendations.

The regional meeting took place at the University of Illinois Circle Center Campus Student Union on November 18, 1976; at the Stanford Research Institute, Menlo Park, Calif., on February 2, 1977; at the Georgia State University in Atlanta, Georgia, on February 23, 1977; and at the Human Resources Center, Albertson, Long Island, New York, on March 16, 1977.

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Ballot: Issue ECC I-4

	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-4 ECONOMIC CONCERNS–EMPLOYMENT

How can existing corporate tax provisions be modified to improve access to employment for disabled persons?

A. FEDERAL TAX INCENTIVES

A ( ) ( ) ( )

The Internal Revenue Service should revise, and/or amend, its corporate tax provisions to permit full, or partial, tax credits and/or deductions to employers of handicapped persons for hiring, training and facilities modifications for accessibility; payments for Social Security and Workmen's Compensation; special transportation of disabled workers; studies required for the implementation of job modifications; and, other expenses incurred in employment of disabled persons in the year in which they were incurred.

B. STATE TAX INCENTIVES

B ( ) ( ) ( )

State Corporate Tax Divisions should revise, and/or amend, their corporate tax provisions to permit full, or partial, tax credits and/or deductions to employers of handicapped persons for hiring, training and facilities modifications for accessibility; equipment modifications; and other expenses incurred in the employment of disabled persons in the year in which they were incurred.

C. FEDERAL SUBSIDIES

C ( ) ( ) ( )

The Federal government should provide subsidies to employers for the expenses they incur in employing handicapped individuals; and for the special costs for facilities modifications, training, purchase of assistive devices and counselling.

D. SIMPLIFY PAPERWORK

D ( ) ( ) ( )

Federal and State governments should simplify, and reduce in number, the official documents required for employer participation in programs designed to provide greater job opportunities for disabled persons, and in filing for related tax incentive programs.

E. MANDATORY EMPLOYMENT OF DISABLED PERSONS

E ( ) ( ) ( )

The Federal government should require specifically identified industries, receiving special tax benefits, to employ established numbers of qualified disabled persons (quota system).

Ballot: Issue ECC I-4			
Recommendation	Priority Vote 1st	2nd	3rd
F	( )	( )	( )

F. WRITEOFFS PER HANDICAPPED EMPLOYEE

The Internal Revenue Service, and State Corporate Tax Divisions, should revise, and/or amend, corporate tax provisions to permit tax writeoffs (credits) to employers based on the number of handicapped employees listed on corporate personnel records. Additional provisions should be enacted to give direct subsidies to corporations, or small businessmen, who hire persons who are so severely disabled that they cannot work a full day, nor earn a full wage.

	Ballot: Issue ECC I-3			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-3 ECONOMIC CONCERNS–EMPLOYMENT

How can existing Federal and State statutes and regulations be modified to improve and expand employment of physically and mentally handicapped persons?

A. AMEND THE SOCIAL SECURITY ACT

A ( ) ( ) ( )

Congress should amend the benefits sections of the Social Security Act to remove current disincentives to work. Amendments should provide for higher levels of permissible income without loss of benefits, continuation of medical benefits during periods of employment extension of the trial work period, and other regulations which would stimulate and increase the entry of handicapped individuals into the work force.

B. ANTI-DISCRIMINATION LEGISLATION

B ( ) ( ) ( )

Congress and state legislatures should amend all statutes and regulations concerning discrimination to include the handicapped and should provide similarly in all new legislation, either by including the handicapped as a minority group or providing a "Bill of Rights for the Handicapped". In addition, all other statutes and regulations which are discriminatory should be appropriately amended. Relevant targets of this activity include the Rehabilitation Act, the Civil Rights Act, OSHA regulations, child labor laws, and affirmative action portions of other legislation.

C. FEDERAL CLEARINGHOUSE

C ( ) ( ) ( )

Congress should authorize funding for a federal agency to serve as a clearinghouse for all federal and state statutes and regulations to insure uniform definitions and administration of programs, to disseminate information, and to coordinate programs for better training and placement.

D. EXPAND WORKMEN'S COMPENSATION EXEMPTIONS

D ( ) ( ) ( )

Enact Federal legislation to revise, and expedite settlement of cases covered by Workmen's Compensation laws; expand coverage to include more handicapping conditions; and provide increased and balanced (on a State-by-State basis) Second Injury funding.

E. MEASURES TO EXTEND INSURANCE TO HANDICAPPED PERSONS

E ( ) ( ) ( )

Congress and state legislatures should enact legislation and authorize programs designed to prohibit insurance companies and/or employers from discriminating unreasonably against the handicapped based on higher risk. They should also assist employers to defray the increased costs which may be reasonably imposed for coverage of handicapped workers.

	Ballot: Issue ECC I-3			
	Recommendation	Priority Vote 1st	2nd	3rd
F. STATE FUNDING FOR OMBUDSMAN OR SIMILAR OFFICE	F	( )	( )	( )
The states should provide funding for ombudsman or other central offices to enhance enforcement, handle and expedite complaints and grievances, promote hiring, increase public awareness, and perform other necessary functions to increase the equal rights of handicapped persons.				
G. STRONGER ENFORCEMENT	G	( )	( )	( )
The Justice Department and similar state agencies should provide stronger enforcement of antidiscrimination laws and all other laws regarding the handicapped such as the Vocational Rehabilitation Act, building codes, transportation codes, and the minimum wage laws.				
H. LEGISLATIVE COMMITTEES WITH CONSUMER INPUT	H	( )	( )	( )
The federal government and the states should form legislative committees to draw up and enact new legislation for the handicapped. These committees should consider consumer input in all phases of their operations.				
I. APPEAL PROCEDURES IN EMPLOYMENT LEGISLATION	I	( )	( )	( )
Congress should amend legislation affecting employment of the handicapped by instituting simple and expedient grievance procedures.				
J. EARMARK CETA AND WIN FUNDS	J	( )	( )	( )
The Federal government should provide Work Incentive Program (WIN) and Comprehensive Employment and Training Act (CETA) funds only to employers who hire sufficient numbers of handicapped workers.				
K. EXTENSION OF PUBLIC LAW PROVISIONS TO PRIVATE SECTOR	K	( )	( )	( )
Federal and state legislatures should extend civil rights and affirmative action laws to apply to private sector industries without government contracts and should develop and enforce laws and regulations which require businesses to hire certain percentages of handicapped persons.				
L. PROVISIONS FOR FLEXIBILITY IN JOBS	L	( )	( )	( )
Federal and state governments should permit part-time employment and flexible work hours for handicapped employees and encourage similar considerations by private industry.				

Ballot: Issue ECC I-3

	Recommendation	Priority Vote 1st	2nd	3rd
M. INTERNATIONAL STUDY GROUP	M	( )	( )	( )
The Federal government should provide funding for a representative group of citizens to visit other countries where the handicapped are well-integrated into the work force. This group should then formulate recommendations for improvements in this country's policies and procedures.				
N. INVESTIGATION OF MANUFACTURERS OF ADAPTIVE EQUIPMENT	N	( )	( )	( )
Federal and state governmens should investigate possible overpricing by manufacturers who supply special adaptive equipment for handicapped persons.				
O. OPEN ARMED SERVICES TO HANDICAPPED PERSONS	O	( )	( )	( )
The Department of Defense should amend its regulations so as to permit qualified handicapped persons to serve in the Armed Forces.				

Ballot: Issue ECC I-2

	Recommendation	Priority Vote 1st	2nd	3rd
ECC I-2 ECONOMIC CONCERNS–EMPLOYMENT				
How may Sections 503 and 504 of the Rehabilitation Act of 1973, as amended in 1974, be modified to create greater job opportunities for all handicapped individuals?				
A. LIST JOB OPENINGS	A	( )	( )	( )
Federal contractors should be required to list all job openings.				
B. JOB DESCRIPTIONS	B	( )	( )	( )
Require employers to provide objective job descriptions for all handicapped individuals.				
C. EXPAND SECTION 503	C	( )	( )	( )
Expand Section 503 to include tax-exempt, non-profit organizations.				
D. COMPLIANCE OFFICERS	D	( )	( )	( )
Provide Federal funding for affirmative action compliance officers.				
E. LOCAL COMPLIANCE UNITS	E	( )	( )	( )
Provide Federal funding to establish local compliance units in each State for the purpose of implementing affirmative action plans.				
F. EMOTIONALLY DISTURBED	F	( )	( )	( )
Amend Sections 503/504 to include emotionally disturbed individuals.				
G. EMPLOYMENT QUOTAS	G	( )	( )	( )
Amend Sections 503/504 to establish disabled employee quota levels, from both the physically and mentally disabled categories, that recipients of Federal contracts and grants are required to meet.				
H. ADMINISTRATIVE AUTHORITY FOR SECTION 504	H	( )	( )	( )
Amend Section 504 to create a single administrative authority for the implementation of that section of the Rehabilitation Act of 1973 (74).				
I. CANCELLATION OF GRANTS/CONTRACTS	I	( )	( )	( )
Amend Sections 503/504 to permit cancellation of Federal grants or contracts, in excess of $2,500.00, if non-compliance because of discrimination against any disabled person can be proven.				

Ballot: Issue ECC 1-2

	Recommendation	Priority Vote 1st	2nd	3rd
J. DEFINITIONS	J	( )	( )	( )
Establish more precise definitions for "vague terms" in regulations affecting Sections 503/504; such terms as "handicapped" and "reasonable accommodations".				
K. LABOR RESPONSIBILITIES	K	( )	( )	( )
Federal regulations affecting Sections 503/504 should include specific language outlining the responsibilities of organized labor with regard to employment, and promotion, and/or reemployment of disabled persons.				
L. GOALS AND TIMETABLES	L	( )	( )	( )
Amend Sections 503/504 to establish goals and timetables for the implementation of affirmative action plans for the employment of disabled persons.				
M. NON-COMPLIANCE DISCLOSURE	M	( )	( )	( )
Amend Sections 503/504 to require public disclosure of lists of recipients of Federal grants or contracts, in excess of $2,500.00, who do not comply with Federal regulations established for the implementation of such sections.				
N. MONITOR CONTRACTS	N	( )	( )	( )
Authorize the Commissioner of each State's Department of Labor to monitor Federal contracts to determine compliance with Section 503.				
O. STATE/FEDERAL CONGRUENT COMPLIANCE	O	( )	( )	( )
Establish congruency between Federal affirmative action regulations and State statutes regarding Civil Service personnel policy and regulations.				
P. PUBLIC AWARENESS PROGRAM	P	( )	( )	( )
A national public awareness program should include the following: Public recognition of employers who hire disabled persons; should educate employers to focus on the abilities of handicapped individuals; require the U.S. Department of Labor to increase publication, and distribution, of procedures through which disabled people could file discrimination complaints; also, Federal regulations regarding affirmative action rights and responsibilities should be distributed throughout every State to the general public, employers in the public and private sectors, and other appropriate groups.				

Ballot: Issue ECC I-2

	Recommendation	Priority Vote 1st	2nd	3rd
Q. INSURANCE	Q	( )	( )	( )
The Federal government should provide funding to establish medical and liability insurance for handicapped persons to improve their employment potential.				
R. JOB APPLICATIONS	R	( )	( )	( )
Federal regulations should require the elimination of discriminatory questions, regarding the health status of handicapped persons, from all public or private sector job descriptions and applications.				
S. AFFIRMATIVE ACTION OFFICERS	S	( )	( )	( )
Within each corporation, labor organization, professional association and/or publicly supported institution, there should be established a high-level management position having the responsibility for setting for disabled workers such policies, and/or procedures, that affect hiring, position descriptions, job modification, promotions and lay-off, or termination, appeals.				

35

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Ballot: Issue ECC I-7

Recommendation	Priority Vote 1st	2nd	3rd

ECC I-7 ECONOMIC CONCERNS–EMPLOYMENT

What is the most effective means of modifying negative attitudes toward handicapped persons, and resultant hiring behavior of employers, in the public and private sector?

A. PUBLIC AWARENESS CAMPAIGN

A ( ) ( ) ( )

Recommend expansion of existing advertising, educational and promotional programs funded by Federal and State agencies. Promote comprehensive, multi-media campaigns utilizing regional and local electronic (radio and television) outlets and print media (newspapers and magazines) outlets. Establish a nationwide Speaker's Bureau, composed of disabled persons and professionals who can present positive programs on employment of handicapped individuals.

B. TRAINING AND EDUCATION

B ( ) ( ) ( )

Congress should appropriate additional funds for the Department of Labor, (and respective State legislatures enact appropriate funding legislation for State Departments of Labor), to provide employer training and education programs. State universities should be required to establish curricula requirements for students pursuing degrees in Schools of Business, emphasizing special courses related to employment of disabled persons.

C. PLACEMENT AGENCIES

C ( ) ( ) ( )

Placement agencies should be required to provide the following services: Encourage handicapped individuals to prepare for other than traditional types of employment; should develop as many employer contacts for disabled clients as possible; should only employ qualified counselors to work with handicapped persons; provide comprehensive evaluation (follow-up) of placements. Also, should arrange conditional placements for disabled persons in all occupational fields; and should provide training in job-seeking skills for disabled persons. In addition, such activities should be monitored by professional staff members of the State Departments of Vocational Rehabilitation and Labor; such programs should be supported by State/Federal matching funds; and the programs should be evaluated annually.

D. CIVIC GROUPS

D ( ) ( ) ( )

Civic groups, such as the YMCA, Chamber of Commerce and the Red Cross, should actively engage in forming positive attitudes about hiring handicapped people; such groups should form community, or organizational, councils; and sponsor "job fairs."

Ballot: Issue ECC I-7

	Recommendation	Priority Vote 1st	2nd	3rd
E. SEMINARS	E	( )	( )	( )

Public and private agencies and organizations should conduct seminars involving handicapped employees, handicapped persons who represent potential employees, employers and potential employers for the purpose of discussing action programs to expand employment opportunities for disabled persons. The seminars should include experts, consumers, parents and spouses.

F. GOVERNOR'S COMMITTEES	F	( )	( )	( )

State Governor's Committees on Employment of the Handicapped should be strengthened through adequate staffing and increases in budgets through expanded State/Federal matching fund programs.

G. VOCATIONAL REHABILITATION PROCEDURES	G	( )	( )	( )

Employment priority, in all cases, should be given to qualified disabled persons over equally qualified able-bodied persons for vocational rehabilitation positions; also, each State Governor should appoint more business and labor representatives to Vocational Rehabilitation policy boards.

H. JOB DATA BANK	H	( )	( )	( )

The Federal Department of Labor must establish a nationwide data bank for job information. Job bank engineers should develop criteria leading to job opportunities for disabled persons, as opposed to individuals working for a private employment agency, or State Employment Service counselors.

I. LEGAL ASSISTANCE	I	( )	( )	( )

The Federal Department of Justice, and the Congress, should provide funding for additional legal assistance for those handicapped individuals who claim discrimination in employment, promotional or termination proceedings.

Ballot: Issue ECC I-10

	Recommendation	Priority Vote 1st	2nd	3rd
ECC I-10 ECONOMIC CONCERNS—EMPLOYMENT				
How can Federal and/or State agency testing procedures be improved for handicapped individuals?				
A. REVISE TESTING PROCEDURES	A	( )	( )	( )
Administer tests to disabled persons in barrier-free buildings. Modify tests currently used by Federal and State Civil Service Commissions and private sector. Develop alternate tests which fit handicapping conditions and adequately measure jobs. Insure validity for all handicapping conditions. Waive tests—use Vocational Rehabilitation evaluation and placement procedures for matching qualified disabled persons to existing jobs. Permit use of oral examinations when appropriate.				
B. DEVELOP POINT SYSTEM	B	( )	( )	( )
Provide equal opportunities for handicapped people by developing a point system similar to that afforded military veterans.				
C. TEST DESIGN	C	( )	( )	( )
Form committee of handicapped persons and professionals to design tests that are job related to measure the skills and abilities of handicapped individuals. Obtain normative data on handicapped individuals. Include deaf and blind persons in new test development and validation.				
D. TEST TRAINING	D	( )	( )	( )
Train handicapped individuals how to take employment tests.				
E. TEST EXEMPTION	E	( )	( )	( )
Exempt trained or experienced individuals from employment tests.				
F. GOVERNMENT REVIEW BOARD	F	( )	( )	( )
Create government review board to study validity of Federal/State exams. Remove invalid tests that create barriers to job performance.				
G. TEST AIDS	G	( )	( )	( )
Allow certain handicapped to bring an aide (such as a reader for blind persons or an interpreter for a deaf person). Allow extra time for handicapped persons for whom a timed examination constitutes an unnecessary and/or undesirable barrier to otherwise successful employment.				

Ballot: Issue ECC I-9

	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-9 ECONOMIC CONCERNS–EMPLOYMENT

How can business, labor and the professions effectively interact with volunteer, Federal, State and local agencies to support and perpetuate employment programs for disabled individuals?

A. STATE EMPLOYMENT SERVICE

A ( ) ( ) ( )

State Employment Service and Vocational Rehabilitation representatives should be housed in common facilities. Employment Service should provide a handicapped representative at every Employment Service center, or Job Service office. The representative's location should be well publicized. That person must serve as a counselor, or placement specialist, for all disabled persons, and as liaison for other resource groups, including potential employers from the public or private sector.

B. PUBLIC AWARENESS CAMPAIGN

B ( ) ( ) ( )

Conduct public awareness campaigns on the problems of employment of handicapped individuals and specifically on workmen's compensation coverage. Aim publicity at all audiences, particularly middle management representatives of government, labor organizations, business, industry and professional associations. Incorporate publicity into local VR activities.

C. CONFERENCES/MEETINGS

C ( ) ( ) ( )

Schedule conferences between major employers, employment security organizations, rehabilitation groups and Governor's Committees on Employment of the Handicapped to facilitate better relationships and understanding of the occupational needs and potentials of the handicapped persons.

D. JOB MATCH SYSTEM

D ( ) ( ) ( )

Develop a job match system with input of business, labor and government, and centrally located and coordinated in State Departments of Employment Security. Test for actual jobs, geared toward a particular disabil

E. MANPOWER PROGRAMS

E ( ) ( ) ( )

Develop programs similar to CETA to create entry positions for handicapped pe[illegible]e. Provide summer employment programs for handicapped persons.

F. COOPERATIVE JOB TRAINING

F ( ) ( ) ( )

Create cooperative job training programs between private industry, trade union apprenticeships and training facilities, such as career education in junior and community colleges; area vocational centers, vocational education curricula and vocational rehabilitation. Start orientation as early as junior high school (7th through 9th grades).

Ballot: Issue ECC I-9

Recommendation	Priority Vote 1st	2nd	3rd
G	( )	( )	( )

G. RESEARCH

Secure a grant through CETA funds to do research on the cost of employment of the handicapped. Conduct a demographic study of individual needs and handicapping conditions to determine job availability. Support statistical research to illustrate the dollars expended and productivity lost in dealing with the unemployed individual. Review and consolidate research/support research on available jobs, rather than on unemployment.

Recommendation	Priority Vote 1st	2nd	3rd
H	( )	( )	( )

H. RURAL JOB OPPORTUNITIES

Encourage private sector business and industry to create meaningful jobs in rural areas for handicapped individuals living in those areas.

Ballot: Issue ECC I-15

	Recommendation	Priority Vote 1st	2nd	3rd
ECC I-15 ECONOMIC CONCERNS–EMPLOYMENT				
How can job training, career and vocational education programs be implemented and expanded to allow physically and mentally handicapped persons to be better prepared for semi-skilled, skilled and technical positions for which, through their qualifications, they should be able to compete?				
A. ON-THE-JOB (OJT) PROGRAMS	A	( )	( )	( )
Expand OJT and work experience programs so that all categories of physically and mentally handicapped individuals may have an equal opportunity to demonstrate individual abilities. Extend training through more apprenticeships. Implement state/federal matching fund programs, with built-in declining subsidies, to improve on-the-job programs.				
B. VOCATIONAL SCHOOLS	B	( )	( )	( )
Open all vocational training programs to handicapped persons (vocational "mainstreaming"). Lower vocational school admittance requirements, and modify classes to conform to handicapped individuals' needs. Provide additional funding for program expansion to include vocational/technical training for special education level 3 & 4 for those who have completed special education, and for educable mentally retarded individuals. Provide vocational testing at grade level 7.				
C. TRAINING PROGRAMS	C	( )	( )	( )
Open all training programs to all handicapped persons. Training programs should investigate alternative methods of job performance and should be modified to enable handicapped individuals to learn job skills. Training programs should be based on the real needs of the existing and potential job markets. Utilize new telephonic systems to train persons with upper extremity dysfunction for jobs requiring use of phone. Provide follow through. Allow training in leisure as well as skill areas. Coordinate training programs with available jobs. Establish a central testing facility.				
D. IDENTIFY EMPLOYER NEEDS	D	( )	( )	( )
Involve planning bodies within state in identifying local needs for specific skills. Assure that career and vocational schools, sheltered workshops, apprenticeships, colleges, and on-the-job training programs teach these skills and courses. Federal program funds should be provided to develop appropriate training programs and improve manpower projects.				

Ballot: Issue ECC I-15

	Recommendation	Priority Vote 1st	2nd	3rd
E. AGENCY ADMINISTRATORS	E	( )	( )	( )

State and federal agency administrators should implement affirmative action employment policies, job training, career and vocational education, and placement preparation programs should have sufficient flexibility to include extensive client input when developing an individual plan of rehabilitation, education and training, and placement.

F. PROFESSIONAL TRAINING	F	( )	( )	( )

Provide more professional training for rehabilitation placement counselors and trainers specifically in job placement. Develop goal-oriented occupational counseling. Train job placement counselors and include a practicum requirement.

G. EARLY CAREER PLANNING	G	( )	( )	( )

Early career development planning, with assistance of qualified rehabilitation and job counselors must be guaranteed to each handicapped person. Realistic counseling, testing, and evaluation with provision for on-going support by schools and rehabilitation agencies, should be required in such programs.

H. ADVOCATE SYSTEM	H	( )	( )	( )

Establish advocate system to represent the disabled and to secure group needs (e.g., monitor vocational programs to assure that money allocated for training is used for that purpose).

I. AFFIRMATIVE ACTION	I	( )	( )	( )

Provide federal funding for vocational rehabilitation personnel hired specifically to serve as compliance officers to enforce and implement affirmative action plans.

J. ADULT EDUCATION (GED) PROGRAMS	J	( )	( )	( )

Increase the utilization of adult education (GED) programs to provide additional education to educable young mentally retarded individuals. A similar equivalency examination should exist for educable mentally retarded individuals in vocational education curricula.

K. CURRICULUM COMMITTEE	K	( )	( )	( )

Establish a curriculum committee composed of consumers, parents and employment agency representatives to evaluate and modify training curricula so that job placement of disabled persons is enhanced, expanded and expedited.

Ballot: Issue ECC I-15

	Recommendation	Priority Vote 1st	2nd	3rd
L. WORK-STUDY (CO-OP)	L	( )	( )	( )
Integrate work and learning into work-study or co-op programs. De-emphasize scholastic fields and concentrate on job-related skills for disabled persons for whom such a training course would be most appropriate.				
M. RETRAINING	M	( )	( )	( )
Training should include retraining and upgrading skills when skills become obsolete. Such training and educational opportunities should be available to any disabled person through any publicly supported institution or private sector agency having state or federal contracts for the purpose of providing such services to disabled individuals.				
N. BARRIER-FREE ENVIRONMENT	N	( )	( )	( )
All working, training, career and vocational education, environments, and/or facilities, should be constructed free of architectural barriers if new construction. Also, existing facilities, including those leased or rented by business, industry, labor or professional associations, or any units of government, used for work, training, apprentice programs or vocational and/or career education, should be required to be modified in terms of accessibility for disabled workers, students or clients.				
O. EMPLOYER PARTICIPATION	O	( )	( )	( )
Encourage employers to participate in the development and implementation of job training programs supported by public, and/or private, funding.				
P. NEW FACILITIES	P	( )	( )	( )
Establish regional training, and career or vocational education, centers for all disabled individuals. These should be established for groups of two to three States, by consolidating existing facilities and staff members.				
Q. ASSERTIVENESS TRAINING	Q	( )	( )	( )
Add training is self-assertiveness to vocational rehabilitation to assist disabled individuals become better equipped to compete with others in seeking and maintaining work in a free market environment.				
R. FEDERAL CONTRACTS	R	( )	( )	( )
Restructure Federal government contracts dealing with training for handicapped persons to ensure that facilities would be used to maximum capacity, (that is, to ensure scheduling evening and weekend classes, as well as daily classes).				

Ballot: Issue ECC I-5

Recommendation	Priority Vote 1st	2nd	3rd

ECC I-5 ECONOMIC CONCERNS–EMPLOYMENT

How could existing State and country licensing procedures and costs be modified to promote greater access to employment, and transportation to and from work, by handicapped individuals?

A. MERIT SYSTEM

A ( ) ( ) ( )

Establish a licensing procedure which defines professional skill levels and proficiency levels for all such personnel, which would then allow handicapped individuals to seek positions based on merit and/or ability only.

B. GOVERNMENT REVIEW BOARD

B ( ) ( ) ( )

Create a government Review Board to examine job-relatedness of licensing exams and how much of the subject matter of an exam could be learned through an apprenticeship. Establish equity in hiring, licensing and promotional procedures based on completion of an apprenticeship, or a qualifying (equivalent) examination.

C. BLIND COURT RECORDS

C ( ) ( ) ( )

State licensing procedures for blind court recorders are discriminatory and must be revised. Permit blind court recorders to use records and face masks in lieu of steno writer machines.

D. TRANSPORTATION SYSTEMS

D ( ) ( ) ( )

There should be a comprehensive plan of mass transit systems developed at the Federal, State and local level. All systems should carry a mandate requiring total accessibility and use. This includes public systems for rolling stock (including railroads, subways, elevated systems and monorails), overland and metropolitan buses, Dial-a-Ride and taxis. Identical standards should be applied to carriers in the private sector, with tax credits available for required modifications or purchase of new vehicles. Transportation procedures and routes must be modified. There should be no extra charge in any system for carrying a wheelchair. Vehicles used by educational institutions should be available to carry disabled persons when not in use. Proposed FAA regulations regarding air travel by disabled persons, and existing Tariff Laws affecting handicapped travelers, should be permanently rescinded.

Ballot: Issue ECC I-5

	Recommendation	Priority Vote 1st	2nd	3rd
E. IDENTIFICATION	E	( )	( )	( )

State Motor Vehicle Divisions should issue identifying plates for disabled individuals' automobiles, vans or other vehicles. Social Security Administration should issue identification cards for nondrivers which would serve to identify a person in any public or private establishment in lieu of a state issued driver's license.

F. DRIVER EDUCATION	F	( )	( )	( )

State Motor Vehicle Division and Department of Education should establish free driver's education for handicapped persons.

Ballot: Issue ECC I-14

	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-14 ECONOMIC CONCERNS–EMPLOYMENT

How can union rules, and attitudes throughout all organized labor in the public and private sectors, be modified to provide greater employment opportunities for physically and mentally handicapped persons?

A. EDUCATION PROGRAMS

A ( ) ( ) ( )

Federal and state agencies should develop programs to educate unions, employers, and the general public as to the capabilities of handicapped workers and the benefits of modifying tasks and providing special equipment so as to encourage employment of the handicapped.

B. ENFORCEMENT OF LEGISLATION

B ( ) ( ) ( )

Federal and state governments should provide stronger enforcement of legislation prohibiting job discrimination against handicapped workers.

C. STRENGTHEN FEDERAL AND STATE REQUIREMENTS

C ( ) ( ) ( )

Federal and state agencies should award contracts to unionized businesses only where the union, as well as the employer, demonstrates an affirmative action plan for handicapped individuals.

D. ADJUST UNION RULES AND REGULATIONS

D ( ) ( ) ( )

Unions should adjust their rules and regulations to permit increased access for handicapped workers.

E. LOCAL MONETARY INCENTIVES

E ( ) ( ) ( )

Local institutions should provide monetary incentives to encourage union participation in employment of the handicapped.

F. JOB RESEARCH

F ( ) ( ) ( )

Federal and state agencies should undertake job analysis research relative to disabled workers and present findings regarding job skills and related job modifications to the unions.

Ballot: Issue ECC I-6

Recommendation	Priority Vote 1st	2nd	3rd

ECC I-6 ECONOMIC CONCERNS–EMPLOYMENT

How can attitudes of supervisors be modified to ensure equal opportunity for career advancement for disabled workers?

A. TRAINING

A ( ) ( ) ( )

All Federal Departments and agencies must be required to provide EEO-type training sessions, emphasizing utilization of handicapped workers, for supervisory personnel. State personnel offices could also conduct such programs. Private sector employers should include such a course in regular supervisory training programs to train supervisors in job modification and the needs and potential of persons with various categories of disability.

B. EDUCATION

B ( ) ( ) ( )

Educate employers and training school personnel to become aware of handicapped individuals' abilities and create upward mobility opportunities for qualified disabled persons.

C. SUPERVISORY EVALUATION

C ( ) ( ) ( )

Supervisory skills in employment of the handicapped should be included in official evaluation of supervisor's effectiveness.

Ballot: Issue ECC I-11

Recommendation	Priority Vote 1st	2nd	3rd

ECC I-11 ECONOMIC CONCERNS–EMPLOYMENT

How could Federal, and/or State, hiring procedures be improved for handicapped job applicants?

A. EQUAL EMPLOYMENT ENFORCEMENT

A ( ) ( ) ( )

Enforce Equal Employment Opportunity and Affirmative Action Laws. Include the words "physically and mentally handicapped" on employment forms regarding "unlawful to discriminate against." Enforce Section 501 of the Rehabilitation Act of 1973. Enforce existing law that does not require certification of a disabling condition. Hire an increased number of disabled persons in public agencies and institutions. Utilize five (5%) per cent quota system minimum. Establish fines for public agency and institutional personnel who have hiring responsibility and do not comply with existing laws and/or regulations (including executive orders).

B. QUALIFIED PLACEMENT COUNSELORS

B ( ) ( ) ( )

The State Employment Service should place the most qualified persons in charge of placement counseling, selective placement programs and follow-up of disabled workers.

C. SELECTIVE PLACEMENT

C ( ) ( ) ( )

Expand present procedures, and use the merit system, to enable more selective placement in State and Federal agencies. Establish State and Federal incentive programs to employ more handicapped persons. Use computerized systems to match jobs with disabled persons. Up-grade placement coordinator training and classification.

D. APPLICATION FORMS

D ( ) ( ) ( )

All job application forms should be uniform. Questions regarding physical status on employment applications should be optional. Allow handicapped persons to request special services, or assistive devices, when completing Federal Form 171 for Federal Civil Service employment. Include a statement about special testing services available in all announcement materials released to the general public.

E. EXAMINATION ASSISTIVE DEVICES

E ( ) ( ) ( )

Provide assistive devices to handicapped individuals to enable equal opportunity to compete with others for positions available through State and Federal merit examinations.

	Ballot: Issue ECC I-11			
	Recommendation	Priority Vote 1st	2nd	3rd
F. SCHEDULE A (700-HOUR) APPOINTMENTS	F	( )	( )	( )
Establish Schedule A (700-Hour) Appointments at State and local government levels, and among business and labor entities in the private sector. Determine solutions to the negative aspects of Schedule A Appointments. Revise medical requirements to permit greater job stability among disabled persons in government employment. Simplify certifications for such Appointments. Remove the requirement that a disabled person must be a client of Vocational Rehabilitation to establish eligibility for a 700-Hour appointment. Substitute a statement from a licensed physician as proof of eligibility.				
G. ARCHITECTURAL BARRIERS	G	( )	( )	( )
Provide barrier-free buildings for applying for employment, conducting job interviews, occupational testing and actual employment.				
H. INTERPRETERS FOR COMMUNICATION PROBLEMS	H	( )	( )	( )
Establish an agency to operate a computer bank that would list interpreters who would be available to assist disabled persons with communication disorders for employment interviews, on-the-job situations, or any other situational purpose.				
I. PRIVATE PROGRAMS	I	( )	( )	( )
Develop public agency experts to teach private employment agency representatives how to deal with handicapped persons, and to develop programs to respond to Affirmative Action plans of industry, business, labor and professional associations.				
J. INCENTIVES	J	( )	( )	( )
Give awards, and superior performance personnel evaluations, for exemplary hiring practices on the part of Federal, State or local officials.				
K. JOB SHARING	K	( )	( )	( )
Develop Federal and State job-sharing programs, including part-time work to be shared by two or more persons. Open the program to disabled and non-disabled persons.				

Ballot: Issue ECC I-13

	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-13 ECONOMIC CONCERNS—EMPLOYMENT

How can public and private financial institutions create greater access to venture capital (monies to be invested in self-employment, franchise operations, stocks, bonds or real estate) for handicapped individuals?

A. SPECIAL SBA FUNDS AND SERVICES — A ( ) ( ) ( )

The Small Business Administration should create a special department providing low-interest, long-term loans and counseling and technical assistance services, in connection with the vocational rehabilitation service, to handicapped entrepreneurs.

B. SMALL BUSINESS ADMINISTRATION — B ( ) ( ) ( )

State governments should establish state Small Business Administrations which, together with the vocational rehabilitation and employment services, provide and guaranteed loan funding and other assistance required by handicapped entrepreneurs.

C. UPGRADE STATE RESOURCES — C ( ) ( ) ( )

The state should provide additional training for vocational rehabilitation staff and should increase the money available for discretionary funds.

D. HOMEBOUND EMPLOYMENT — D ( ) ( ) ( )

HEW should develop homebound employment programs for the handicapped with the Federal government providing fringe benefits such as life insurance, health insurance, sick pay, retirement, and unemployment payments. State vocational and employment services should then be responsible for developing jobs which could be done in the home.

E. NEW LAWS FOR FINANCIAL INSTITUTIONS — E ( ) ( ) ( )

Congress, and State legislatures, should enact laws enabling public and private financial institutions to provide venture capital to handicapped persons. Also, lending institutions should be required to eliminate loan restrictions for disabled persons. Tax incentives should be provided to such institutions for granting loans to disabled entrepreneurs, for limited durations, such as that required for the start-up time needed to firmly establish any new business venture (enterprise).

F. PREFERENTIAL DIRECT BUSINESS SUBSIDIES — F ( ) ( ) ( )

Federal and state agencies should provide funds for the purchase or establishment of businesses and maintaining at least 50% handicapped individuals in the work force.

	Ballot: Issue ECC I-13			
	Recommendation	Priority Vote 1st	2nd	3rd
G. ASSISTANCE FROM LOCAL GROUPS	G	( )	( )	( )
Local civic and financial groups should assist handicapped persons in establishing businesses.				
H. COOPERATIVES	H	( )	( )	( )
State and Federal agencies should sponsor financial cooperatives for handicapped individuals.				

Ballot: Issue ECC I-12

	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-12 ECONOMIC CONCERNS—EMPLOYMENT

How can existing Federal and State Civil Service regulations and procedures be modified to permit greater job access, mobility and advancement for disabled individuals?

A. STATE/FEDERAL CIVIL SERVICE JOBS

A ( ) ( ) ( )

Develop comprehensive staffing plans. Strengthen affirmative action programs within the federal government and allocate a certain number of positions for handicapped individuals. Modify jobs and create career ladders for physically and mentally disabled persons.

B. FEDERAL CIVIL SERVICE JOB INFORMATION

B ( ) ( ) ( )

Disseminate information on all phases of employment in a form the handicapped can utilize. The Federal CSC Job Information pamphlet printed for deaf persons should be revised to "(1) include larger number of careers suitable for deaf applicants; and (2) eliminate all references to and implications about the types of education received by deaf applicants.

C. TESTING WAIVERS

C ( ) ( ) ( )

Since many handicapped have been denied equal educational opportunities for vocational preparation, requirements should allow on-the-job apprenticeships in lieu of tests.

D. PREFERENCE

D ( ) ( ) ( )

Offer preference similar to veterans preference to qualified handicapped persons.

E. FLEXIBLE WORKING HOURS

E ( ) ( ) ( )

Federal and State Civil Service should allocate a certain number of positions in which handicapped individuals could work flexible hours.

	Ballot: Issue ECC I-1			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC I-1 ECONOMIC CONCERNS—EMPLOYMENT

What responsibilities do employers in government, industry, labor and the professions have in maintaining confidentiality when employing a person with a history of mental illness?

A. CORPORATE, GOVERNMENT, LABOR AND PROFESSIONAL PERSONNEL RECORDS

A ( ) ( ) ( )

Employee medical records should be maintained in files separate from personnel records. Such medical records should be strictly controlled under regulations governing the Privacy Act, and release of records made only through a legally established need-to-know basis.

Ballot: Issue ECC I-8

Recommendation	Priority Vote 1st	2nd	3rd

ECC I-8 ECONOMIC CONCERNS–EMPLOYMENT

What techniques may be useful in minimizing the stigma of mental illness of persons seeking employment?

A. LEGISLATION

A ( ) ( ) ( )

Persons diagnosed as being disabled by emotional disturbances must be included in all State and/or Federal statutes, and/or executive orders, or amendments to State and/or the Federal Constitution (under the general heading of "Mentally Disabled") speaking to acts of discrimination in employment against all disabled persons.

B. CIVIL SERVICE REGULATIONS

B ( ) ( ) ( )

Enforce all Civil Service Regulations regarding employment of handicapped individuals.

C. PSYCHIATRIC EVALUATION STATEMENT

C ( ) ( ) ( )

Provide employers with a psychiatric evaluation of a potential employee's strength, weaknesses, need for medications, etc., to prevent misunderstandings of a disabled applicant's or worker's qualifications for a given position.

D. TRANSITIONAL EMPLOYMENT

D ( ) ( ) ( )

Integrate "Transitional Employment" concepts into local industry and business.

E. ORGANIZE MENTAL HEALTH GROUPS

E ( ) ( ) ( )

Organize Mental Health groups and community councils with Mental Health and Retardation representatives.

Ballot: Issue ECC II-3

	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-3 ECONOMIC CONCERNS—OPPORTUNITY				
How can existing Federal and State personal income tax provisions be modified to guarantee equitable tax treatment for handicapped persons?				
A. BROADEN ALLOWABLE DEDUCTIONS AND EXCLUSIONS	A	( )	( )	( )
Federal and State personal income tax provisions should be modified to allow deductions, exclusions or other relief for all extraordinary handicap-related expenses such as equipment, attendants, clothing, transportation, housing needs, home renovation, vocational training or schooling, and special cost to gain or hold employment.				
B. EXTENSION OF DOUBLE EXEMPTION	B	( )	( )	( )
Federal and State personal income tax provisions should be modified so as to extend to handicapped individuals the extra exemptions currently available to the blind and the elderly.				
C. INCREASE ALLOWABLE MEDICAL DEDUCTIONS	C	( )	( )	( )
Federal and State personal income tax provisions should be modified to eliminate the one percent and three percent limitations on medical expense deductions completely or to allow all medical deductions above a very small level.				
D. STANDARD DEDUCTIONS OR CREDITS ACCORDING TO SEVERITY	D	( )	( )	( )
Federal and State personal income tax provisions should be modified to permit a sliding scale of standard deductions or credits for handicapped individuals, or their parents or guardians, based on the severity of the handicap as determined by special boards.				
E. INCREASED DEDUCTIONS AND EXEMPTIONS FOR PARENTS/GUARDIANS	E	( )	( )	( )
Federal and State personal income tax provisions should be modified to increase the exemptions and deductions to parents and guardians for the care of totally disabled persons, including expenses required in order for the parent or guardian to work.				
F. SPECIAL PUBLICATIONS	F	( )	( )	( )
The Internal Revenue Service should develop a special schedule to be filed with Form 1040 by handicapped persons, a special informational brochure developed with consumer input explaining potential tax benefits, and a simplified reporting format.				

Ballot: Issue ECC II-3

	Recommendation	Priority Vote 1st	2nd	3rd
G. HIGHER FLOOR FOR UNTAXED INCOME	G	( )	( )	( )
Federal and State tax structures should be revised to compensate handicapped individuals or parents or guardians for their expenses by raising the level of untaxed income.				
H. NEW DEFINITIONS OF DISABILITY	H	( )	( )	( )
Federal and State agencies should establish new definitions of disability so that the work-related expenses of handicapped individuals can be deducted in computing their eligibility for other programs and so that tax relief is applied equitably.				
I. ADVISORY COMMITTEE TO REVIEW AND DRAFT LEGISLATION	I	( )	( )	( )
An advisory committee consisting of State and Federal representatives and consumers should be formed to review current tax laws and provisions and submit suggested legislation to Congress and State legislatures.				
J. DIRECT REBATES FOR CARE TO FAMILIES	J	( )	( )	( )
Federal personal income tax provisions should be modified to provide families and guardians of handicapped persons with direct rebates or credits against the balance due for expenses for care, regardless of income.				
K. TAX-FREE INVESTMENTS	K	( )	( )	( )
Federal and State personal income tax provisions should be modified to permit certain tax-free investments by handicapped individuals, and parents or guardians of dependent handicapped individuals. These would include investments in Keough or IRA plans, regardless of employment status or participation in other retirement plans, establishment of trust funds for support, and other investments.				
L. DIRECT REBATES TO HANDICAPPED TAX PAYERS	L	( )	( )	( )
Federal and State income tax provisions should be modified to provide handicapped persons with direct rebates for physical aids and medical expenses, including attendants.				
M. EXTEND LOW-INCOME TAX CREDITS TO LOW-INCOME HANDICAPPED	M	( )	( )	( )
Federal and State personal income tax provisions should be modified to extend to low-income handicapped persons the negative tax credits currently allowed to low-income parents.				
N. EXTENSION OF HEAD OF HOUSEHOLD FILING STATUS	N	( )	( )	( )
Federal and State personal income tax provisions should be modified to permit single handicapped persons to file tax returns as heads of households.				

Ballot: Issue ECC II-3

	Recommendation	Priority Vote 1st	2nd	3rd
O. SPECIAL TAX ADVISORY SERVICES	O	( )	( )	( )
The States should establish special tax services to provide advice to handicapped individuals regarding minimization of their tax bills.				
P. ABOLISH PROPERTY LIEN LAWS	P	( )	( )	( )
The States should abolish laws currently permitting property liens if a handicapped person enters a State care facility and cannot afford the cost.				
Q. CONFORMITY OF STATES WITH FEDERAL TAX PROVISIONS	Q	( )	( )	( )
States and local jurisdictions should revise their personal income tax provisions to conform to the Federal provisions.				
R. DIRECT SUBSIDIES	R	( )	( )	( )
Federal and State agencies should provide handicapped persons with direct subsidies, such as basic SSI support and other special services.				
S. EASE FOOD STAMP ELIGIBILITY FOR THE HANDICAPPED	S	( )	( )	( )
Federal and State laws should be revised to ease the Food Stamp eligibility requirements for handicapped persons.				
T. EXEMPTIONS FOR ALL DISABILITY PAYMENTS	T	( )	( )	( )
Federal and State personal income tax provisions should be modified so as to make all disability payments from Federal, State, local and private sources tax exempt.				
U. SALES TAX EXEMPTION ON HANDICAP-RELATED PURCHASES	U	( )	( )	( )
The Internal Revenue Service and State taxation departments should revise their personal income tax provisions to allow handicapped individuals to deduct State sales taxes on all handicap-related purchases, such as medicines, prosthetics, special equipment, clothing, communications and transportation.				
V. TAX CREDITS FOR HOME MODIFICATION	V	( )	( )	( )
Federal and State personal income tax provisions should be revised to provide direct tax credits for home modification by handicapped individuals, their parents or guardians.				

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Ballot: Issue ECC II-3

Recommendation	Priority Vote 1st	2nd	3rd
W	( )	( )	( )

W. TREATMENT OF EXTRAORDINARY MEDICAL EXPENSES

Federal and State personal income tax provisions with regard to medical expenses should be modified to treat medical expenses over three percent and up to 20 percent of the adjusted gross income as deductible and to apply any medical expenses over that to the tax bill as a direct tax credit.

	Ballot: Issue ECC II-13			
	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-13 ECONOMIC CONCERNS–OPPORTUNITY				
How may the performance of the U.S. Employment Service be improved to facilitate greater job opportunities for handicapped individuals?				
A. INCREASED STAFFING TO WORK WITH HANDICAPPED APPLICANTS	A	( )	( )	( )
Provide Federal funding to ensure that each Employment Service office has at least one staff member fully involved in placement of handicapped applicants. Number of positions created to work with the handicapped should be based on each community's estimated incidence of handicapped job seekers.				
B. STAFF TRAINING	B	( )	( )	( )
U.S. Employment Service staff should be better trained regarding the vocational capabilities of handicapped persons. Specialized training is needed for staff that will be working with deaf, blind individuals, or mentally disabled persons.				
C. COOPERATION WITH OTHER AGENCIES	C	( )	( )	( )
A strong program of cooperation must be developed between U.S. Employment Service offices and those of the Department of Vocational Rehabilitation and the Veterans Administration. Sharing of JOB BANK and labor market information is a crucial area of needed cooperation.				
D. HIRING OF HANDICAPPED PERSONS	D	( )	( )	( )
U.S. Employment Service should take more affirmative action to hire qualified handicapped persons for various jobs within its respective offices.				
E. SERVICES AND INFORMATION TO EMPLOYERS	E	( )	( )	( )
U.S. Employment Service offices should provide extensive information to employers re Section 503 and 504 of the Rehabilitation Act of 1973. U.S. Employment Service should also work with employers to establish realistic physical standards based on minimum qualifications needed for adequate and safe performance.				
F. ARCHITECTURAL BARRIERS	F	( )	( )	( )
Eliminate architectural barriers in Employment Service offices to facilitate use of services by handicapped persons.				

Ballot: Issue ECC II-13

	Recommendation	Priority Vote 1st	2nd	3rd
G. DATA SYSTEM	G	( )	( )	( )
U.S. Employment Service should establish a computerized data system that can be used to match the job skills of handicapped individuals with current job openings.				
H. INCREASE EMPHASIS ON JOB PLACEMENT	H	( )	( )	( )
U.S. Employment Service should place more emphasis on job placement and less on job referral in order to more effectively serve handicapped applicants.				
I. CREATIVE APPROACH TO EMPLOYMENT	I	( )	( )	( )
State and local employment agencies should be more creative in their efforts to develop employment opportunities for handicapped individuals. Such efforts should include the development of homebound employment and creation of co-ops of disabled workers.				
J. LIAISON WITH CETA	J	( )	( )	( )
Local employment security offices should create effective liaisons with CETA programs to serve handicapped persons.				
K. NEW EMPHASIS IN U.S. EMPLOYMENT SERVICE SERVICES	K	( )	( )	( )
U.S. Employment Service should place less emphasis on unemployment services and more on employment services, change its service delivery approach from statistics gathering to serving people, and change emphasis from immediate placement to long-term vocational objectives.				
L. U.S. EMPLOYMENT SERVICE/VOCATIONAL REHABILITATION COOPERATION	L	( )	( )	( )
Where there are inadequate resources to designate employment security staff to serve handicapped applicants, then arrangements should be made for Vocational Rehabilitation agencies to assign staff to Employment Service offices.				
M. U.S. EMPLOYMENT SERVICE DEFINITION OF "HANDICAPPED APPLICANT"	M	( )	( )	( )
The U.S. Employment Service definition of "handicapped applicant" should be synchronized with the affirmative action definition in the Rehabilitation Act amendments of 1974.				
N. CHANGE IN FUNDING METHOD	N	( )	( )	( )
The Employment and Training Administration of the U.S. Department of Labor should change its U.S. Employment Service funding method from a "unit/time" basis to a "services needed" basis so that necessary funds for on-the-job training, job placement, and supportive services for handicapped applicants can be provided.				

Ballot: Issue ECC II-13

	Recommendation	Priority Vote 1st	2nd	3rd
O. INFORMATION AND EDUCATION PROGRAM	O	( )	( )	( )
Establish in the U.S. Employment Service a vigorous, on-going and broadly based information and education program to educate the public re work capacities and employment problems of handicapped individuals. Handicapped individuals should serve as consultants in the development of such a program.				
P. JOB SEEKING SKILLS TRAINING	P	( )	( )	( )
U.S. Employment Service should develop an effective, short-term program in job seeking skills for handicapped applicants.				
Q. JOB ORDERS	Q	( )	( )	( )
Federal regulations should be modified to enable the U.S. Employment Service to take job orders specifically for handicapped persons and to make local employment offices accountable for taking job orders from employers who wish to hire handicapped individuals.				
R. QUOTA FOR PLACEMENT	R	( )	( )	( )
Local U.S. Employment Service offices should be assigned a quota of handicapped persons that must be placed in employment just as they are given a comparable assignment for the non-handicapped; the quota should relate to the percentage of handicapped persons in the local population.				

	Ballot: Issue ECC II-12			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC II-12 ECONOMIC CONCERNS—OPPORTUNITY

How can we ensure that rehabilitation specialists have the technical skills needed to execute job placement for handicapped persons?

A. TRAINING OF REHABILITATION SPECIALISTS — A ( ) ( ) ( )

Educational programs for rehabilitation specialists should include more practicum training with extensive exposure to handicapped persons. There should be intensive and continual cross training between rehabilitation specialists and those who work in Department of Labor funded job placement programs. Rehabilitation specialists that work with deaf or blind persons should receive appropriate specialized training. Job modification and human engineering training should be part of the curricula. All rehabilitation personnel should have more training in architectural barrier removal.

B. PLACEMENT SPECIALISTS — B ( ) ( ) ( )

Designate full-time staff to work as placement specialists in each Vocational Rehabilitation office.

C. HIRING HANDICAPPED PERSONS AS REHABILITATION SPECIALISTS — C ( ) ( ) ( )

More handicapped persons should be trained and hired as rehabilitation specialists, particularly in the job placement area.

D. CERTIFICATION OF REHABILITATION SPECIALISTS — D ( ) ( ) ( )

Each State should establish a licensing board to review the qualifications of rehabilitation specialists and provide periodic certification of skills. Consumers should play a role on such boards.

E. MANPOWER NEED PROJECTIONS — E ( ) ( ) ( )

Manpower need projections that identify specific job needs for up to a five-year period should be made available to rehabilitation clients.

F. ORGANIZED LABOR — F ( ) ( ) ( )

Work closely with organized labor to develop entry level positions for handicapped persons in apprenticeship training and employment programs. Provide consultant services to organized labor to assist in the development of job specifications and descriptions that are particularly appropriate for handicapped persons in shops under union contract.

Ballot: Issue ECC II-12

	Recommendation	Priority Vote 1st	2nd	3rd
G. SHARING JOB BANK INFORMATION	G	( )	( )	( )
Sharing of JOB BANK information between the State Departments of Employment Security and Vocational Rehabilitation should be made mandatory.				
H. CENTRAL LISTING OF JOB-READY DISABLED PERSONS	H	( )	( )	( )
In order to expedite the placement process, each Vocational Rehabilitation agency should maintain a central listing of job-ready disabled persons; such a listing should be on a readily usable information retrieval system.				
I. RE-ORDERING OF VOCATIONAL REHABILITATION "CLOSURE" PRIORITIES	I	( )	( )	( )
De-emphasize numbers game and give more recognition to quality service provided to severely disabled persons. Establish system of "weighted" closures that recognizes quality work.				

	Ballot: Issue ECC II-9			
	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-9 ECONOMIC CONCERNS—OPPORTUNITY				
How could the Second Injury Clause of the Workmen's Compensation Laws be modified to permit employment?				
A. EDUCATION AND AWARENESS PROGRAMS	A	( )	( )	( )
Federal and State agencies should develop programs to educate employers and insurance companies as to the meaning of the Second Injury Clause of the Workmen's Compensation laws. Related programs should be directed toward educating handicapped persons about the provisions of the laws.				
B. FEDERAL INSURANCE SUBSIDIES	B	( )	( )	( )
The Federal Government should establish a compensation department to provide funds to the States to provide insurance for individuals with certain handicaps on a cost-sharing basis with the employer.				
C. UNIFORM FEDERAL LAWS	C	( )	( )	( )
Congress should enact legislation which requires every State to have a Workmen's Compensation law in compliance with the Federal laws.				
D. WORKMEN'S COMPENSATION RISK AND BALANCE	D	( )	( )	( )
The States should amend the Workmen's Compensation laws to spread the risk across all employers in proportion to the total number of employees, both handicapped and non-handicapped, so as to stabilize the insurance cost of any employer, regardless of the number of handicapped individuals employed.				
E. REDUCE OR ELIMINATE THE TWO-YEAR CLAUSE	E	( )	( )	( )
Congress and State legislatures should amend the Second Injury laws by reducing or eliminating the two-year clause, with State reimbursement during that period to the insurance company.				
F. AMEND COVERAGE	F	( )	( )	( )
The States should amend the Workmen's Compensation laws to authorize life pensions to handicapped persons under certain conditions.				
G. BROADEN COMPENSATION COVERAGE	G	( )	( )	( )
The States should provide special compensation to injured employees for appliances and other necessary equipment needed as a result of the injury.				

	Ballot: Issue ECC II-9			
	Recommendation	Priority Vote 1st	2nd	3rd
H. LEGAL ASSISTANCE	H	( )	( )	( )
Federal and State agencies should provide funds to handicapped persons for legal or advocacy services required in claims processing under Workmen's Compensation laws.				
I. LEGAL REQUIREMENTS OF INSURANCE COMPANIES	I	( )	( )	( )
State laws should require insurance companies to explain the Second Injury Law to all prospective employer customers.				
J. REPEAL SECOND INJURY CLAUSE	J	( )	( )	( )
The Federal Government should exempt the second employer from liability.				
K. SECOND INJURY CARDS	K	( )	( )	( )
State Vocational Rehabilitation bureaus should provide second injury cards to all handicapped persons.				
L. SEPARATE WORKMEN'S COMPENSATION PROGRAMS FOR THE HANDICAPPED	L	( )	( )	( )
The States should establish separate insurance programs to handle the claims of handicapped workers.				

Ballot: Issue ECC II-1

	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-1 ECONOMIC CONCERNS—OPPORTUNITY				
What measures should be taken to assure continued Federal and State focus on the goal of serving the disabled consumer in job preparation programs?				
A. EDUCATION PROGRAM		( )	( )	( )
An ongoing education program re job preparation needs of handicapped persons needs to be established; such a program should be based on a periodic assessment of existing programs and job market trends. The program should be aimed at legislators and at educational and rehabilitation programs that prepare handicapped persons for employment.				
B. FUNDING FOR ADDITIONAL EDUCATIONAL COST	B	( )	( )	( )
Provide Federal and State funding in sufficient amounts to cover the additional cost for educating disabled students (i.e., reader services for the blind, interpreter services for the deaf, etc.).				
C. JOB MARKET SURVEYS RE TRAINING	C	( )	( )	( )
Conduct local and State job market surveys to determine training needs and to identify on-the-job training opportunities. Evaluate projected employment requirements and provide training relevant to employment trends and available jobs—preferably jobs that pay sufficient wages to compensate for the extraordinary expenses of handicapped workers.				
D. ADMINISTRATION OF EDUCATIONAL PROGRAMS IN STATE INSTITUTIONS AND HOSPITALS	D	( )	( )	( )
Place *all* educational programs in State institutions and hospitals under the Special Education Division of the State Department of Education and expand adult education programs in these settings to cover those who can't be covered under Special Education. Improve the quality, quantity, and equity of cost of educational programs for the mentally retarded and emotionally disturbed who reside in State institutions and hospitals.				
E. COUNSELOR TRAINING	E	( )	( )	( )
Require that program counseling personnel receive appropriate training re handicapping conditions.				
F. HIGH PRIORITY FOR JOB TRAINING	F	( )	( )	( )
Give high priority to job training programs for the handicapped in Federal/State budget allocations.				

Ballot: Issue ECC II-1

	Recommendation	Priority Vote 1st	2nd	3rd
G. EVALUATION OF TRAINING PROGRAMS	G	( )	( )	( )
Evaluate all training programs for the handicapped (including adequacy of staff) to determine their effectiveness and provide feedback to trainers in order to enhance effectiveness of programs.				
H. REGISTRY OF EMPLOYERS WITH FEDERAL CONTRACTS	H	( )	( )	( )
Publish national registry of all firms with Federal contracts, broken down by States, to expedite compliance with "affirmative action" requirements for disabled veterans and handicapped persons.				
I. EDUCATIONAL SERVICES FOR HIGH SCHOOL AGE HANDICAPPED STUDENTS	I	( )	( )	( )
Provide "work study" and similar programs for handicapped students with less obvious handicaps (i.e., slow learner and emotionally handicapped students). Create educational programs that are flexible and sensitive to the changing needs of the job market and handicapped persons.				
J. CONSUMER REPRESENTATION	J	( )	( )	( )
Handicapped consumers and professionals should be adequately represented on all advisory councils for Federal and State programs that impact on the handicapped.				
K. ADMISSION TO ARMED FORCES	K	( )	( )	( )
The Armed Forces should re-evaluate physical screening requirements to assure that no individual is discriminated against due to changing or minimally handicapping conditions.				

		Ballot: Issue ECC II-4			
		Recommendation	Priority Vote 1st	2nd	3rd
ECC II-4 ECONOMIC CONCERNS–OPPORTUNITY					
How can existing State taxes on real property be modified to improve access to adequate housing for handicapped individuals?					
A. EXCLUSION OF MODIFICATION EXPENSES FROM ASSESSED VALUE		A	( )	( )	( )
State tax provisions on real property should be modified to exclude the cost of accessibility-related home improvements in determining the market value of houses owned by or rented to handicapped individuals.					
B. HOMESTEAD EXEMPTION		B	( )	( )	( )
State tax provisions on real property should be modified to allow a $10,000 assessed value exemption for homes occupied by handicapped persons.					
C. PRIORITY IN ACQUIRING GOVERNMENT LAND		C	( )	( )	( )
The States should give priority to handicapped persons in acquiring plots of State land.					
D. REDUCTION OF MODIFICATION EXPENSES TO SALVAGE VALUE OF MATERIALS		D	( )	( )	( )
State tax provisions on real property should be modified to consider only the salvage value of materials used in accessibility-related improvements in determining the market value of homes owned by or rented to handicapped individuals.					
E. TAX CREDITS FOR RENTAL UNITS		E	( )	( )	( )
The States should provide tax credits for accessibility modifications and for damage or excessive wear in rental units occupied by the handicapped.					

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Ballot: Issue ECC II-11

	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-11 ECONOMIC CONCERNS—OPPORTUNITY				
How can provisions of existing Federal programs support efforts to develop and implement effective job placement programs?				
A. SHIFT OF PLACEMENT RESPONSIBILITIES	A	( )	( )	( )
Job placement responsibilities should be shifted from the Department of Labor agencies to Vocational Rehabilitation agencies which, in turn, should develop the position of "placement specialist."				
B. CIVIL RIGHTS PROTECTION	B	( )	( )	( )
The employment rights of handicapped persons should be protected under the Civil Rights Act.				
C. ADVOCATE	C	( )	( )	( )
Agencies providing job placement services should also provide personnel who can advocate a handicapped person's interests in cases of employment discrimination.				
D. COUNSELOR AND CASEWORKER POSITIONS	D	( )	( )	( )
Give priority to Federal funding for positions of counselor and caseworker; hire handicapped persons to fill these positions. Counselors should receive more actual experience counseling handicapped persons during their training in order to avoid the common problem in rehabilitation counseling of "putting the problem aside."				
E. JOB INFORMATION SYSTEMS	E	( )	( )	( )
Coordinate job information systems such as JOB BANK and manpower employment projections on a national level—broken down to local area needs. Establish a central information and referral system that will locate employment opportunities for handicapped individuals and provide for the referral of qualified applicants.				
F. PUBLICITY AND PROMOTIONAL PROGRAM	F	( )	( )	( )
Create a publicity and promotional program aimed at informing handicapped persons of their rights under the Rehabilitation Act of 1973 and assistance available to them; the campaign should inform employers as to their responsbilities under law and public policy.				

	Ballot: Issue ECC II-11			
	Recommendation	Priority Vote 1st	2nd	3rd
G. EMPLOYER INVOLVEMENT	G	( )	( )	( )
Provisions must be made to involve employers and organizations of employers at an early stage in the vocational rehabilitation process via visits to training centers, placement advisory groups, etc. Wherever possible vocational rehabilitation training centers should have advisory boards made up of employers, including executives, personnel officers and front-line supervisors.				
H. MEDICAL INSURANCE	H	( )	( )	( )
Use Federal funds to conduct research re the extent to which sickness and non-work related injuries of handicapped persons increase the cost of group employee medical insurance. If increased cost does occur, use tax credits or direct Federal grants to offset such cost *or* enable handicapped individuals to be excluded from employer's medical coverage and be covered by Medicare or Medicaid.				
I. NATIONAL ALLIANCE OF BUSINESSMEN	I	( )	( )	( )
Expand the National Alliance of Businessmen JOBS Program to include the handicapped.				
J. PRE-EMPLOYMENT TESTING	J	( )	( )	( )
Affirmative action programs established under the Rehabilitation Act of 1973 should require that all pre-employment tests be validated for the handicapped and accurately measure actual job skills.				
K. RANKED PLACEMENT CREDIT	K	( )	( )	( )
Give higher credit to counselors for placement of severely disabled persons; develop ranked placement credit system.				
L. DISABLED PERSON POINT PREFERENCE	L	( )	( )	( )
Establish a five-point preference system for handicapped persons on all Civil Service examinations.				

	Ballot: Issue ECC II-6			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC II-6 ECONOMIC CONCERNS—OPPORTUNITY

How could existing State and local sales taxes be modified to improve the quality of life for handicapped individuals through reduced cost for food, prescription medication and clothing?

A. EXEMPT CERTAIN HANDICAPPED-RELATED PURCHASES FROM SALES TAX — A ( ) ( ) ( )

The States should modify sales tax laws to exempt handicapped persons from paying sale taxes on all handicapped-related purchases, such as medicine, prosthetics, special equipment, clothing, communications, and transportation.

B. COMMITTEES FOR LEGISLATIVE REVIEW — B ( ) ( ) ( )

Committees should be formed to review the current sales tax system and enact new legislation with regard to the application of sales taxes to the handicapped.

C. SLIDING SCALE OF SALES TAX — C ( ) ( ) ( )

The States should provide varying sales tax reductions on all handicapped-related purchases, depending on income and/or level of severity.

D. UNIVERSAL ID CARD — D ( ) ( ) ( )

The Federal Government and the States should impelement a feasibility study on the issuance of universal ID cards to handicapped persons, and then issue them with established guidelines.

E. LOW COST COMMUNICATIONS EQUIPMENT — E ( ) ( ) ( )

The State Utility Commission should require the communications system to furnish special equipment to handicapped persons at cost or on a non-profit rental basis.

	Ballot: Issue ECC II-7			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC II-7 ECONOMIC CONCERNS—OPPORTUNITY

What Federal, State and local regulations must be changed to secure a universally acceptable identification card for handicapped individuals, other than a driver's license, to facilitate financial and social transactions necessary to activities of daily life?

A. STATE MOTOR VEHICLE DEPARTMENTS

A ( ) ( ) ( )

Upon certification of a disabling condition by a physician, the State Motor Vehicle Department could issue ID cards for the handicapped; card cost should not exceed the cost of materials.

B. PUBLIC RELATIONS CAMPAIGN

B ( ) ( ) ( )

Issuance of ID cards for the handicapped should be accompanied by a massive Federal/State public relations campaign to acquaint businesses with the program.

C. DISABILITY DETERMINATION

C ( ) ( ) ( )

Establish a single disability determination unit in each State to determine eligibility for and to issue identification cards for handicapped individuals.

Ballot: Issue ECC II-8

	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-8 ECONOMIC CONCERNS—OPPORTUNITY				
What legislation is needed to correct barriers to credit?				
A. STRENGTHEN STATE LEGISLATION	A	( )	( )	( )
State legislatures should broaden existing credit legislation to prevent discrimination against the handicapped in credit matters and enact new legislation where necessary.				
B. AMEND EQUAL CREDIT OPPORTUNITY ACT	B	( )	( )	( )
Congress should amend the Equal Credit Opportunity Act to include physical disabilities.				
C. FEDERAL LOANS	C	( )	( )	( )
The Federal Government should provide or guarantee low-interest loans to persons for such items as appliances, dwellings, work-related expenses, and business ventures.				
D. CHANGE INSTALLMENT CONTRACT PROVISIONS	D	( )	( )	( )
States should amend the Truth-in-Lending Act to extend the payment period on installment contracts.				
E. FEDERALLY SUBSIDIZED CREDIT UNION	E	( )	( )	( )
The Federal Government should provide funding for a special credit union run by and loaning to handicapped individuals.				
F. PUBLIC AWARENESS CAMPAIGN	F	( )	( )	( )
A nationwide media campaign should be developed to dispel the negative image of handicapped persons as credit risks.				

Ballot: Issue ECC II-2

Recommendation	Priority Vote 1st	2nd	3rd

ECC II-2 ECONOMIC CONCERNS—OPPORTUNITY

How can adequate job preparation, and continued preference, for the severely disabled veteran, especially those with compounding minority status and little job training, be guaranteed and expanded?

A. FEDERAL GUIDELINES RE TRAINING

A ( ) ( ) ( )

Strengthen and expand Federal guidelines for training, and hiring, the severely disabled, particularly veterans. Include incentives for developing training and employment opportunities in "Projects With Industry."

B. ON-THE-JOB TRAINING

B ( ) ( ) ( )

Encourage the use of on-the-job training to prepare severely disabled veterans for employment; increase funding for on-the-job training.

C. COORDINATION OF SERVICES

C ( ) ( ) ( )

Establish State and local committees to better coordinate services available to severely disabled veterans, including services available through the Veterans Administration, Employment Service and Department of Vocational Rehabilitation.

D. TRAINING FOR AGENCY PERSONNEL

D ( ) ( ) ( )

Provide appropriate training for professional and non-professional personnel in State and local "job preparation" agencies so that they can more effectively advise disabled veterans re benefits and educational and employment opportunities.

E. INFORMATION AND REFERRAL OFFICE

E ( ) ( ) ( )

Establish a central information and referral office to advise handicapped persons, including disabled veterans, of business prospects and financing, job opportunities and other economic information. Such service could be provided by a State level independent "Office for the Handicapped."

F. PRIORITY IN THE PROVISION OF VOCATIONAL EVALUATION AND TRAINING SERVICES

F ( ) ( ) ( )

Revise Federal and State policies and administrative practices to give top priority to severely handicapped persons, particularly veterans, in the provision of vocational evaluation and training services.

Ballot: Issue ECC II-2

	Recommendation	Priority Vote 1st	2nd	3rd
G. MEDICAL AND INCOME BENEFITS	G	( )	( )	( )
Maintain medical and income benefits for severely disabled persons, particularly veterans, enrolled in training programs; maintain such benefits for those severely disabled persons that are underemployed.				
H. ADVOCACY BOARD	H	( )	( )	( )
Agency decisions to refuse or cut off training should be reviewed by an outside advocacy board or committee.				

	Ballot: Issue ECC II-10			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC II-10 ECONOMIC CONCERNS—OPPORTUNITY

How can transfer programs for handicapped persons be integrated with a negative income tax plan?

A. NEGATIVE INCOME TAX RATE — A ( ) ( ) ( )

The Federal Government should provide all handicapped persons, regardless of employment status, with various direct subsidies depending upon the degree of disability. Eligibility for vocational and medical rehabilitation should remain constant, but the negative income tax rate should be adjusted inversely with the degree of disability and the individual's income. Benefits paid to the completely disabled, including retirees and children, should be above the poverty level, and tax free.

B. CONSERVATOR FEES — B ( ) ( ) ( )

Federal and State agencies should provide conservator fees for mentally disabled persons to handle SSDI and SSI payments.

C. EXTEND SSI TO PUERTO RICO — C ( ) ( ) ( )

The Federal Government should extend SSI benefits to resident citizens of Puerto Rico.

Ballot: Issue ECC II-5

	Recommendation	Priority Vote 1st	2nd	3rd
ECC II-5 ECONOMIC CONCERNS—OPPORTUNITY				
How can tenant regulations be modified to permit equal rights to rental, leased or other housing for disabled persons?				
A. ANIMAL RESTRICTIONS	A	( )	( )	( )
Eliminate restrictions on necessary animals, such as guide dogs, for handicapped tenants; building owners should not be responsible for damage caused by tenants' animals.				
B. SUBSIDIES	B	( )	( )	( )
HUD should develop rent subsidy programs for the handicapped comparable to those now available to low-income groups; subsidies for structural modifications should also be provided for handicapped homeowners and landlords who rent to handicapped tenants.				
C. ZONING LAWS	C	( )	( )	( )
Educate the community re zoning laws and their restrictive impact on the provision of housing for the handicapped.				
D. LOW COST HOUSING	D	( )	( )	( )
Amend building regulations to expedite the accommodation of handicapped persons in low cost housing.				
E. ADVOCACY COMMISSION	E	( )	( )	( )
Establish an Advocacy Commission on Housing for the Handicapped.				
F. STRUCTURAL CHANGES AND MODIFICATIONS	F	( )	( )	( )
Structural changes (i.e., for accessibility) agreed upon by the handicapped renter and building owner should be in writing; the expense for such modifications should not be deducted from the damage deposit. Temporary modifications should be paid for by the renter, and permanent modifications should be financed through tax incentives.				
G. LEGAL AID SOCIETY	G	( )	( )	( )
The Legal Aid Society, and similar legal assistance and advocacy groups, should be educated re how to assist disabled persons in housing and rental matters; such legal resources should also provide assistance to developmentally disabled persons re lease agreements prior to signing.				

	Ballot: Issue ECC II-5			
	Recommendation	Priority Vote 1st	2nd	3rd
H. ROLE OF STATE RENTAL ASSOCIATIONS	H	( )	( )	( )
State Rental Associations should develop clear and equitable guidelines for renting to disabled persons; handicapped persons must assume responsibility for educating such groups.				
I. FINANCIAL ASSISTANCE RECIPIENTS	I	( )	( )	( )
Allow handicapped persons receiving public financial assistance (i.e., Public Assistance; Supplemental Security Income; Social Security Disability Insurance) to accumulate savings to purchase modified housing, special equipment, special household furnishings, etc.				

Ballot: Issue ECC III-10

	Recommendation	Priority Vote 1st	2nd	3rd
ECC III-10 ECONOMIC CONCERNS–SECURITY				
How can the Social Security Disability Insurance (SSDI) Fund be modified to permit expanded benefits to severely disabled persons without functioning as a disincentive to work?				
A. INCREASE ALLOWABLE EARNINGS AND DECREASE BENEFITS ON A SLIDING SCALE	A	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations so as to increase the regular and trial work earned income allowed to disabled individuals without loss of SSDI benefits. Regular earnings beyond this floor should then result in gradual loss of benefits on a sliding scale.				
B. INCREASE SUPPLEMENTAL SECURITY INCOME (SSI) PAYMENTS	B	( )	( )	( )
Congress and the Social Security Administration should increase SSI benefits at least to the poverty level and should provide increases with the cost of living both to handicapped individuals *and* to parents and guardians of handicapped individuals.				
C. REDUCE OR ELIMINATE WAITING PERIOD	C	( )	( )	( )
Congress and the Social Security Administration should reduce or eliminate the waiting period for SSI benefits and medical coverage.				
D. CONTINUE MEDICAL COVERAGE AFTER CESSATION OF CASH BENEFITS	D	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations so as to allow continued medical coverage to disabled persons who return to work unless they receive similar coverage by the employer.				
E. WAIVE NEED AND INCOME LIMITATIONS	E	( )	( )	( )
Amend Social Security Act so as to waive need and income requirements for handicapped people for medical benefits and SSI.				
F. REVISE CRITERIA AND IMPROVE PROGRAM ADMINISTRATION	F	( )	( )	( )
Congress and the Social Security Administration should re-evaluate, clarify, standardize, and liberalize the criteria with respect to disability. For example, ability to work should be based on jobs in the local economy only; participation in education programs should not constitute evidence of the capacity to engage in substantial gainful activity; and measures should be taken through improved staff training or other means to ensure that criteria are applied uniformly throughout the Nation and that rehabilitation counseling is adequate.				

Ballot: Issue ECC III-10

	Recommendation	Priority Vote 1st	2nd	3rd
G. EXTEND AND RE-DEFINE TRIAL WORK PERIOD	G	( )	( )	( )
The Social Security Administration should amend its regulations so as to extend the trial work period and exclude training, rehabilitation, and sheltered workshop employment from the trial work period.				
H. RAISE SOCIAL SECURITY DISABILITY INSURANCE (SSDI) BENEFITS TO ALL RECIPIENTS	H	( )	( )	( )
The Social Security Administration should amend its regulations so as to increase the dollar benefits paid to SSDI recipients both generally and on a regional cost of living basis.				
I. TEMPORARY DISABILITY PAYMENTS	I	( )	( )	( )
The Social Security Administration should amend its regulations to allow interim emergency payments while Supplemental Security Income applications are being processed.				
J. STRUCTURE BENEFITS PROGRAMS ON AN INDIVIDUAL BASIS	J	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations so as to determine the amount of benefits and range of services provided on the basis of individual circumstances. The handicapped individual should be consulted in the design of his own program.				
K. INCREASED STAFF TRAINING	K	( )	( )	( )
The Social Security Administration should provide more training to promote better case handling, enforcement of presumptive disability provisions, and uniform application of eligibility standards.				
L. ABOLISH INEQUITIES OF BENEFITS TO MARRIED HANDICAPPED COUPLES OR SINGLE PERSONS LIVING IN ANOTHER HOUSEHOLD	L	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations to allow full Supplemental Security Income (SSI) benefits to each handicapped partner in marriage and to handicapped individuals who are not heads of households.				
M. SINGLE DISABILITY UNIT IN STATES	M	( )	( )	( )
The States should establish a single unit to determine eligibility for local, State, and Federal disability benefits, food stamps, and insurance; and should issue appropriate ID cards to all handicapped individuals.				
N. EXCLUDE INCOME OF NON-HANDICAPPED PARENT OR SPOUSE OR GUARDIAN	N	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations by excluding the income of non-handicapped parents, guardians or spouses in determining Supplemental Security Income eligibility of handicapped persons.				

Ballot: Issue ECC III-10

	Recommendation	Priority Vote 1st	2nd	3rd
O. EXPAND ITEMS OF MEDICAL COVERAGE	O	( )	( )	( )
The Social Security Administration should amend its regulations so as to expand the number and type of items covered by medical insurance for Social Security Disability Insurance recipients.				
P. INCREASED PUBLICITY AND INFORMATION	P	( )	( )	( )
The Social Security Administration should provide more and better information regarding Supplemental Security Income (SSI) eligibility, appeal rights, and benefits.				
Q. INCREASE ALLOWABLE INCOME OF FAMILY	Q	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations so as to permit higher earnings and higher allowable assets by *families* of handicapped persons without loss of benefits.				
R. ALLOWABLE ASSETS FOR HANDICAPPED INDIVIDUALS	R	( )	( )	( )
Congress and the Social Security Administration should revise the laws and regulations to permit handicapped *individuals* to have higher assets without loss of benefits.				
S. BENEFITS REGARDLESS OF WORK HISTORY	S	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations so as to provide benefits to handicapped persons regardless of the nature or extent of their prior work history.				
T. INFORMATION REGARDING SOCIAL SECURITY DISABILITY INSURANCE (SSDI)	T	( )	( )	( )
The Social Security Administration should provide benefits to the spouses and immediate families of handicapped persons and to persons who care for handicapped individuals and therefore cannot work.				
U. BENEFITS TO FAMILY	U	( )	( )	( )
The Social Security Administration should provide benefits to the spouse and immediate families of a handicapped person and to persons who care for handicapped individuals and therefore cannot work.				
V. POOLED HIGH-RISK INSURANCE	V	( )	( )	( )
Congress should enact legislation mandating pooled high-risk insurance for handicapped persons from private insurance companies.				

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		Ballot: Issue ECC III-10			
		Recommendation	Priority Vote 1st	2nd	3rd
W. EXTEND SUPPLEMENTAL SECURITY INCOME (SSI) TO PUERTO RICO AND THE VIRGIN ISLANDS			( )	( )	( )
The Social Security Administration should extend SSI Benefits to handicapped residents of the Virgin Islands and Puerto Rico.					
X. DISREGARD SSDI IN ELIGIBILITY FOR OTHER BENEFITS		X	( )	( )	( )
SSDI benefits should not affect a handicapped person's eligibility for retirement, Veterans Administration or other pensions and other disability compensation.					
Y. REVISE OVERPAYMENT REGULATIONS		Y	( )	( )	( )
The Social Security Administration should revise its overpayment regulations, for example its criteria for determining overpayment and computing benefits on a monthly rather than a quarterly basis to reduce the recipient's responsibility for overpayment.					
Z. EXCLUDE GIFTS FROM INCOME		Z	( )	( )	( )
The Social Security Administration should amend its regulations so as to exclude gifts from income for purposes of determining eligibility for Social Security Disability Insurance.					
AA. CHANGE RETIREMENT COMPUTATION		AA	( )	( )	( )
The Social Security Administration should use the highest wage base prior to disability in order to compute a handicapped individual's retirement benefits.					
BB. AUTOMATIC RESUMPTION OF BENEFITS TO UNEMPLOYED		BB	( )	( )	( )
The Social Security Administration should amend its regulations to permit resumption of Social Security Disability Insurance benefits to previously eligible handicapped persons who become unemployed again, regardless of the reason.					
CC. GRADUATED SOCIAL SECURITY TAX		CC	( )	( )	( )
The Congress should enact a graduated Social Security tax on income and should remove the ceiling on applicable income.					
DD. LOWER AGE REQUIREMENT FOR MEDICARE		DD	( )	( )	( )
The Social Security Administration should amend its regulations to grant Medicare coverage to persons age 18 and over.					

Ballot: Issue ECC III-10

	Recommendation	Priority Vote 1st	2nd	3rd
EE. NATIONAL MEDICAL INSURANCE	EE	( )	( )	( )
The Federal Government should provide national medical insurance for disabled persons.				
FF. PARTIAL DISABILITY BENEFITS	FF	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations to allow Social Security Disability Insurance benefits for partial disability.				
GG. REDUCE PUBLIC HOUSING RENT DETERMINATION	GG	( )	( )	( )
Local housing authorities should reduce the income percentage of handicapped persons from 25 percent to 15 percent for the purpose of determining rent payable.				
HH. ESTABLISHMENT OF SINGLE DISABILITY UNIT IN THE STATES	HH	( )	( )	( )
The States should establish a single disability unit to determine eligibility and distribution of services for all agencies.				
II. REWARD HANDICAPPED PERSONS FOR VOLUNTEER WORK	II	( )	( )	( )
The Social Security Administration should increase Social Security Disability Insurance benefits to handicapped persons who perform volunteer work.				
JJ. TEMPORARY SSDI FOR EMOTIONALLY DISTURBED PERSONS	JJ	( )	( )	( )
The Social Security Administration should amend its regulations to provide temporary Social Security Disability Insurance benefits to emotionally disturbed persons.				
KK. ABOLISH AND REPLACE SUPPLEMENTAL SECURITY INCOME	KK	( )	( )	( )
The Federal Government should abolish the Supplemental Security Income program and should establish a single agency for the disabled which would evaluate handicapped individuals, determine the degree of disability, and provide non-withdrawable pensions.				
LL. ELIMINATE AGE REQUIREMENTS	LL	( )	( )	( )
Congress and the Social Security Administration should amend the laws and regulations to eliminate age requirements for Supplemental Security Income benefits.				
MM. EXTEND SUPPLEMENTAL SECURITY INCOME TO ON-CAMPUS STUDENTS	MM	( )	( )	( )
The Social Security Administration should amend its regulations to permit full Supplemental Security Income benefits to on-campus students.				

	Ballot: Issue ECC III-10			
	Recommendation	Priority Vote 1st	2nd	3rd
NN. INHERITANCE PRIVILEGES FOR DEVELOPMENTALLY DISABLED	NN	( )	( )	( )
The Social Security Administration should amend its regulations so that developmentally disabled persons can receive inheritances without loss of benefits.				
OO. ONE-TIME ELIGIBILITY DETERMINATION	OO	( )	( )	( )
Congress and the Social Security Administration should revise the laws and regulations to permit one-time determination of eligibility for Supplemental Security Income benefits.				
PP. RETIREMENT PLANS FOR SELF-EMPLOYED	PP	( )	( )	( )
The Social Security Administration should amend its regulations so that self-employed handicapped individuals can invest in retirement plans without loss of benefits.				

	Ballot: Issue ECC III-2			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC III-2 ECONOMIC CONCERNS—SECURITY

What is the appropriate role for the sheltered workshop?

A. VOCATIONAL EVALUATION AND TRAINING SERVICES — A ( ) ( ) ( )

Sheltered workshops should provide vocational evaluation and training services to handicapped individuals preparing to enter the competitive labor market, as, to most handicapped persons it serves as an interim step to employment in the public or private sectors.

B. MINIMUM WAGE — B ( ) ( ) ( )

Federal and State governments should pass legislation and appropriate funds to supplement the wages of persons employed in sheltered workshops so they can earn at least the minimum wage.

C. EXTENDED EMPLOYMENT FOR SEVERELY DISABLED PERSONS WHO CANNOT ENTER THE COMPETITIVE LABOR MARKET — C ( ) ( ) ( )

Sheltered workshops are to provide extended employment for severely disabled persons who cannot enter the competitive labor market.

D. PLACEMENT — D ( ) ( ) ( )

Each sheltered workshop should have at least one qualified placement specialist to place disabled clients in competitive employment in jobs that are both meaningful and that provide equitable compensation; such individuals should provide follow-up services to clients on an "as needed" basis.

E. HANDICAPPED EMPLOYEES — E ( ) ( ) ( )

Sheltered workshops should use qualified handicapped people as supervisors to facilitate understanding and communication with handicapped clients.

F. ACCREDITATION — F ( ) ( ) ( )

State Divisions of Vocational Rehabilitation should create well-defined, expedient workshop accreditation procedures.

G. PREFERENTIAL TREATMENT IN GOVERNMENT CONTRACTS — G ( ) ( ) ( )

Sheltered workshops should be given preferential treatment by Government agencies that contract for goods and services.

Ballot: Issue ECC III-2

	Recommendation	Priority Vote 1st	2nd	3rd
H. PROJECTS WITH INDUSTRY	H	( )	( )	( )
Sheltered workshops should be encouraged to enter into projects with industry that provide training to sheltered workshop employees in an industrial setting as a prelude to competitive employment.				
I. INCENTIVES IN WORKSHOP EMPLOYMENT	I	( )	( )	( )
Workshops should seek contracts or other funding that will enable the facility to be self-sustaining and able to provide profit-sharing and other benefits to employees.				
J. SEPARATE FACILITIES	J	( )	( )	( )
Sheltered workshops should have entirely separate facilities for disabled persons preparing for competitive employment and those who need extended employment in a sheltered setting.				
K. STABILITY OF SUPPLEMENTAL SECURITY INCOME BENEFITS	K	( )	( )	( )
Supplemental Security Income benefits to a sheltered workshop employee should be computed on an average of his monthly income over a reasonable time in order to prevent the unexpected fluctuations in benefits caused by the unpredictability of piecework rates and work availability.				
L. TRAINING OF SHELTERED WORKSHOP PERSONNEL	L	( )	( )	( )
Workshop supervisors and other appropriate personnel should be more adequately trained in the rehabilitation process and production procedures.				
M. PUBLIC EDUCATION	M	( )	( )	( )
Sheltered workshops should mount a public education campaign utilizing the media to create more positive images and to eliminate the stigma attached to working in a sheltered workshop.				
N. LEGISLATIVE CHANGES	N	( )	( )	( )
Repeal the Wagner-O'Day Act; put sheltered workshops under the Taft-Hartley Law in order to provide workmen's compensation and unemployment benefits to workshop employees.				
O. PROGRAM SUBSIDY	O	( )	( )	( )
Federal and State funding should be available to subsidize sheltered workshops so that the profit incentive will not exert undue influence on programs available to handicapped individuals in the areas of habilitation, rehabilitation and vocational training.				

Ballot: Issue ECC III-2

	Recommendation	Priority Vote 1st	2nd	3rd
P. MANUFACTURERS' SUPPORT FOR SHELTERED WORKSHOPS	P	( )	( )	( )
Require that all manufacturers sub-contract a percentage of their production to sheltered workshops (as in Germany and Japan) or provide an equal dollar amount to subsidize local sheltered workshops.				
Q. SINGLE STATE AGENCY	Q	( )	( )	( )
A single State agency should be established to ensure that sheltered workshops are managed and utilized in an appropriate way.				
R. UNION COOPERATION	R	( )	( )	( )
Encourage union cooperation in the provision of on-the-job training and in job placement of sheltered workshop graduates in industry.				
S. TECHNICAL ASSISTANCE	S	( )	( )	( )
State Vocational Rehabilitation Agencies should provide technical assistance designed to enhance the business expertise of sheltered workshops.				
T. MAINTENANCE OF SUPPLEMENTAL SECURITY INCOME AND SOCIAL SECURITY DISABILITY INSURANCE BENEFITS DURING TRIAL WORK PERIODS	T	( )	( )	( )
There should be a six to twelve-month trial work period, after an individual leaves a sheltered workshop and enters competitive employment, during which he can continue to receive Supplemental Security Income and Social Security Disability Insurance benefits; when the trial period ends the individual should continue to receive Medicaid or Medicare benefits if he cannot obtain comparable coverage from his employer.				
U. HABILITATION UNIT	U	( )	( )	( )
Create at the Federal and State government levels a "Habilitation Unit" to give public recognition to the needs of severely disabled persons who cannot be effectively served under existing State/Federal Vocational Rehabilitation programs; the unit should consolidate delivery of extended employment, work activity and other services needed by this population.				

Ballot: Issue ECC III-1

	Recommendation	Priority Vote 1st	2nd	3rd

ECC III-1 ECONOMIC CONCERNS–SECURITY

How can existing State disability insurance laws and regulations be modified to assure adequate income maintenance?

A. EXPAND MEDICAL COVERAGE AND EXTEND ELIGIBILITY FOR MEDICAL COVERAGE — A ( ) ( ) ( )

The States should expand medical benefits to cover such items as drugs, medical hardware, and nursing and should provide medical benefits to handicapped persons regardless of income or employment status.

B. ALLOW HIGHER INCOME AND ASSETS — B ( ) ( ) ( )

The State disability insurance laws should be amended to allow higher earned income before termination of benefits and should exclude such items as trust funds, home or capital investments in determining eligibility of handicapped persons for benefits.

C. REGULATION OF PRIVATE INSURANCE COMPANIES — C ( ) ( ) ( )

The States should enact legislation of private insurance companies which: (a) prohibits denial of insurance to handicapped persons, including no-fault, solely on the basis of a handicap; (b) insures the use of current and realistic actuarial tables for handicapped persons; (c) obligates the State to pay any excess above the normal premiums assessed against handicapped persons; and (d) prohibits the reduction of disability payments once they begin, regardless of increase in Federal payments.

D. SPECIAL TAX RELIEF FOR HANDICAPPED PERSONS — D ( ) ( ) ( )

State and Federal tax should be revised to provide relief for handicapped persons, such as deductions for all medical expenses, extension of blind and aged exemptions to the handicapped, exclusion of earned income up to the level of Social Security taxes, and deductions for special home maintenance or employment transportation cost. Special instructions should be developed and distributed.

E. ASSISTANCE TO EMPLOYERS — E ( ) ( ) ( )

The Federal and State governments should provide grants, matching funds, or other subsidies to employers who incur higher insurance rates as a result of employing handicapped individuals.

F. HEALTH AND ACCIDENT INSURANCE — F ( ) ( ) ( )

The Federal and State governments should provide health and accident insurance for all handicapped individuals over age 21.

Ballot: Issue ECC III-1

	Recommendation	Priority Vote 1st	2nd	3rd
G. CENTRALIZED COORDINATION OF PROGRAMS The Federal Government should provide funds to local communities for establishing a centralized agency to coordinate insurance and other aid or service programs for the handicapped.	G	( )	( )	( )
H. REDUCTION OF WAITING PERIOD The States should reduce the waiting period while determinations are being made and before benefits are granted.	H	( )	( )	( )
I. STATE TASK FORCE The State Insurance Commissioner or other representative should establish a task force to study rates and other practices and generate recommendations for implementation. The Commissioner or other representative should report discriminatory practices to legal authorities.	I	( )	( )	( )
J. TEMPORARY DISABILITY INSURANCE The Federal and State governments should provide temporary disability insurance benefits for income maintenance, regardless of employment status or history.	J	( )	( )	( )
K. CONSIDERATION FOR COST OF LIVING The States should consider the regional cost of living in determining the amount of benefits to be paid.	K	( )	( )	( )
L. CONTINUATION OF GROUP HEALTH INSURANCE The States should enact legislation which mandates the continuation of employer group health insurance policy coverage for handicapped persons after their termination for injury or recession.	L	( )	( )	( )
M. EQUAL BENEFITS The States should provide equal benefits to institutionalized and non-institutionalized handicapped individuals.	M	( )	( )	( )
N. EXTENSION OF TRIAL WORK PERIOD The States should extend the trial work period to three years.	N	( )	( )	( )
O. INFORMATION PROGRAM State governments should disseminate information to the handicapped regarding eligibility and benefits for Supplemental Security Income and Disability Insurance benefits.	O	( )	( )	( )

Ballot: Issue ECC III-1

	Recommendation	Priority Vote 1st	2nd	3rd
P. INSURANCE REQUIREMENTS FOR EMPLOYERS The States should require employers to have insurance which provides: (a) up to 75 percent of pre-disability income if unmet by Government transfer payments; (b) up to 12 months of vocational rehabilitation; and (c) at least 30 days disability insurance or sick leave.	P	( )	( )	( )
Q. MATCHING GRANTS FOR VOCATIONAL REHABILITATION The Federal Government should make matching grants to States which sponsor vocational rehabilitation.	Q	( )	( )	( )
R. NATIONAL TASK FORCE A national task force, composed of consumers and professionals should be established to study insurance rates and establish a national Federal insurance program. The program should set forth valid actuarial bases and define premiums for handicapped persons based on their income.	R	( )	( )	( )
S. PURCHASE OF MEDICARE COVERAGE Handicapped persons should be permitted to purchase Medicare coverage, regardless of their age or income.	S	( )	( )	( )
T. REGULATIONS REGARDING FAMILY INSURANCE POLICIES The State Insurance Commission should enact regulations to insure the option of permanently disabled persons to convert family insurance policies to the best use of the covered person.	T	( )	( )	( )

		Ballot: Issue ECC III-6			
		Recommendation	Priority Vote 1st	2nd	3rd
ECC III-6 ECONOMIC CONCERNS–SECURITY					
What should be the alternatives for handicapped persons for whom employment should not be an objective?					
A. MINIMUM INCOME LEVEL		A	( )	( )	( )
A guaranteed minimum income level should be established for those handicapped persons for whom work is not an objective; such an income should have provisions for cost of living adjustments. Those with abnormally high living expenses should be eligible for supplemental payments.					
B. RECREATION AND THERAPEUTIC UNITS		B	( )	( )	( )
Recreation and therapeutic units should be established to provide leisure time activities and to teach activities of daily living to those for whom employment is not an objective.					
C. HOME CARE		C	( )	( )	( )
Home care programs should be established for severely disabled persons for whom employment is not an objective.					
D. INTERMEDIATE CARE FACILITIES		D	( )	( )	( )
Intermediate care facilities should be established for handicapped persons unable to work.					
E. MEDIA PROGRAMMING FOR HOMEBOUND PERSONS		E	( )	( )	( )
Radio and TV should provide special programming that maximizes opportunities for individual growth and development for homebound handicapped persons.					
F. REVISE SERVICE ELIGIBILITY LAWS		F	( )	( )	( )
Revise existing service eligibility laws to prevent families of unemployable handicapped individuals from being forced to lower their standard of living to the poverty level by using their income and savings to insure economic security for their disabled family members.					
G. UNEMPLOYABLE HANDICAPPED PERSONS AS AIDES		G	( )	( )	( )
Explore situations in which unemployable handicapped persons can provide assistance to other handicapped persons.					

Ballot: Issue ECC III-6

	Recommendation	Priority Vote 1st	2nd	3rd
H. RESEARCH	H	( )	( )	( )
Conduct research with reference to meaningful activities for handicapped persons who are unemployable.				
I. DAY CARE FACILITIES	I	( )	( )	( )
Day care facilities should be available to unemployable handicapped persons with a provision for live-in respite care as a service to the families of these persons.				

Ballot: Issue ECC III-7

	Recommendation	Priority Vote 1st	2nd	3rd
ECC III-7 ECONOMIC CONCERNS—SECURITY				
Should the legislative requirement in the Rehabilitation Act of 1973 for preference in services to the severely disabled be modified to include all categories of disability?				
A. RETAIN AND STRENGTHEN PREFERENCE	A	( )	( )	( )
Congress should *retain* and clarify the legislative requirement in the Rehabilitation Act of 1973 for preference in services to the severely disabled and should expand the services to severely disabled persons and their families.				
B. REMOVE PREFERENCE	B	( )	( )	( )
Congress should amend the Rehabilitation Act of 1973 to *remove* preferences in services to the severely disabled and include all categories of disability.				
C. CHANGE CRITERIA FOR EVALUATION OF COUNSELORS	C	( )	( )	( )
The State Vocational Rehabilitation service should amend criteria for personnel evaluations by providing weighting factors which would grant more credit for getting the severely disabled back to work.				
D. INSURANCE DURING VOCATIONAL REHABILITATION	D	( )	( )	( )
The States should amend disability and Workmen's Compensation laws to require employers to provide insurance during vocational rehabilitation.				
E. MONITORING	E	( )	( )	( )
Federal and State agencies should provide funding for the monitoring of Section 503 of the Rehabilitation Act so that a disability group could work on a trial basis without fear of job loss.				
F. POINT SYSTEM	F	( )	( )	( )
The Federal Government should establish a point system for determining severity of disability and the effective services required to maximize a handicapped individual's employability.				
G. SEPARATE CLOSURE FOR INDIVIDUALS WITH DEGENERATIVE PHYSICAL CONDITIONS	G	( )	( )	( )
The State Vocational Rehabilitation service should establish a separate closure category for individuals leaving a vocational plan because of a degenerative physical condition.				

Ballot: Issue ECC III-7			
Recommendation	Priority Vote 1st	2nd	3rd
H	( )	( )	( )

H. UPGRADE IMPORTANCE OF LIVING SKILLS

Congress should strengthen the language in the Rehabilitation Act of 1973 which de-emphasizes employment and upgrades the importance of living skills where employment is unrealistic.

Ballot: Issue ECC III-3

	Recommendation	Priority Vote 1st	2nd	3rd
ECC III-3 ECONOMIC CONCERNS–SECURITY				
What is the appropriate role for the work activity center?				
A. OUTLET FOR GAINFUL ACTIVITY, SOCIALIZATION AND LIFE ENRICHMENT	A	( )	( )	( )
The work activity center should provide an outlet for gainful activity, socialization and life enrichment for severely disabled persons who cannot participate in a regular sheltered workshop setting.				
B. EVALUATION OF CLIENTS	B	( )	( )	( )
Clients in work activity center should be routinely and periodically evaluated to assess their capacity to move into sheltered workshops or other appropriate programs; clients should have input re their placement outside the work activity center.				
C. TITLE XX FUNDING	C	( )	( )	( )
Work activity centers should be given more support under Title XX funding.				
D. THERAPEUTIC ENVIRONMENT	D	( )	( )	( )
The role of the work activity center is to provide a therapeutic environment for severely handicapped individuals with the ultimate objective of making the community more accessible to them; the program incorporates therapy, counseling and daily living skills training in a working situation to teach the handicapped person a sense of self-worth and how to cope with all aspects of living.				
E. FEDERAL AND STATE GOVERNMENT CONTRACTS	E	( )	( )	( )
Work activity centers should be given preference by Federal and State government re contracts for the provision of goods and services.				
F. STAFF SALARIES AND CLIENT/STAFF RATIO	F	( )	( )	( )
In order to attract better qualified personnel, salaries of work activity center staff should be increased; the client/staff ratio should be no more than seven to one.				

Ballot: Issue ECC III-4

	Recommendation	Priority Vote 1st	2nd	3rd
ECC III-4 ECONOMIC CONCERNS—SECURITY				
Should sheltered workshops be decentralized into neighborhood locations, adjacent to existing work locations, or with community residential facilities?				
A. NEIGHBORHOOD LOCATIONS	A	( )	( )	( )
Establish neighborhood locations to assist in mainstreaming handicapped persons in society; when sheltered workshops are adjacent to industrial settings it prompts positive relationships that should facilitate contract procurement, cooperative training efforts and job placement. Neighborhood-based workshops also tend to diminish transportation problems.				
B. SURVEY	B	( )	( )	( )
Conduct a survey of existing and projected employment opportunities, availability of contracts and accessibility to the handicapped population to be served, to better locate sheltered workshop.				
C. COMMUNITY RESIDENTIAL FACILITIES	C	( )	( )	( )
Locate sheltered workshops in or near community residential facilities to diminish the problem of transportation for those unable to travel independently.				

ECC III-8 ECONOMIC CONCERNS—SECURITY

How can advocacy and legal services be provided to mentally disabled persons who become naive offenders, or who suffer economic hardship due to civil or criminal proceedings?

	Ballot: Issue ECC III-8			
	Recommendation	Priority Vote 1st	2nd	3rd
A. COURT APPOINTED ATTORNEYS AND TRAINED POLICE OFFICERS	A	( )	( )	( )
Court appointed attorneys should be made available for naive offenders and arresting and booking police officers should be trained to recognize and assist disabled persons in need of such assistance.				
B. LEGAL NEEDS FOR OTHER HANDICAPPED PERSONS	B	( )	( )	( )
There is a need for advocacy and legal services for handicapped persons other than the mentally disabled, including retarded, deaf and other disabled persons.				
C. SPECIAL COURT SYSTEM	C	( )	( )	( )
Establish a special court system to handle the problems of naive offenders; judges and attorneys should be persons familiar with the problems of mentally disabled persons.				
D. AGENCY RESPONSIBILITY	D	( )	( )	( )
Agencies that serve handicapped persons should have ombudsmen that can direct a naive offender to the appropriate legal resources.				
E. LEGAL SEMINARS	E	( )	( )	( )
Fund and initiate legal seminars for judges and attorneys re the legal problems of naive offenders.				
F. LAW SCHOOL CURRICULUMS	F	( )	( )	( )
Law school curriculums should include courses on the legal rights and problems of disabled individuals.				
G. LOCAL GOVERNMENT UNITS	G	( )	( )	( )
Obtain funds through the Law Enforcement Assistance Administration and other such programs to establish legal advocacy units for the handicapped in local units of government.				
H. COUNSELORS	H	( )	( )	( )
Counselors should be available to naive offenders to advise on how to obtain legal assistance, to serve as advisers re sentencing, etc., and to help the disabled individual obtain the necessary supportive services such as treatment, financial aid, etc.				

Ballot: Issue ECC III-5

	Recommendation	Priority Vote 1st	2nd	3rd
ECC III-5 ECONOMIC CONCERNS–SECURITY				
Should work activity centers for non-employable disabled individuals be operated by public agencies such as schools, municipal recreation departments, or day-care agencies?				
A. MAINSTREAMING	A	( )	( )	( )
Work activity centers should be operated by public schools, recreation departments and day-care agencies to provide the advantage of mainstreaming severely handicapped children with their non-disabled peers.				
B. ECONOMY	B	( )	( )	( )
Agencies already in existence, such as schools, recreation departments, etc. should be able to operate work activity centers more economically as an adjunct to their existing programs.				
C. HANDICAPPED ADMINISTRATORS	C	( )	( )	( )
Whenever possible qualified handicapped persons should be given the opportunity to administer work activity centers.				
D. CONSUMER INVOLVEMENT	D	( )	( )	( )
Consumers should have some input re the effectiveness of work activity center programs.				

	Ballot: Issue ECC III-9			
	Recommendation	Priority Vote 1st	2nd	3rd

ECC III-9 ECONOMIC CONCERNS–SECURITY

How can Supplemental Security Income (SSI) programs be modified to improve interim income maintenance for permanently and severely handicapped individuals?

A. FEDERAL SUPPORT FOR FRINGE BENEFITS

A ( ) ( ) ( )

Provide the full range of fringe benefits to long-term employee through Federal support (grants, etc.) and build basic fringe benefit provisions into workshop program. Workshops unable to provide these benefits.

Ballot: Issue ILC-ECC I-2

	Recommendation	Priority Vote 1st	2nd	3rd

ILC-ECC I-2 ECONOMIC CONCERNS—EMPLOYMENT

Are Sections 503 and 504 of the Rehabilitation Act of 1973, as amended, adequate in terms of creating job opportunities for all handicapped persons?

A. INDIVIDUAL GRIEVANCES

A ( ) ( ) ( )

It is important to emphasize individual abilities. When grievances are filed, they should be considered as individual complaints, and not as "systemic" or "group." With the individual right to be hired, goes the right to be fired if the individual is not producing or working properly.

B. RECRUITING FROM ORGANIZATION PERSONNEL

B ( ) ( ) ( )

When recruiting, employers should not overlook their own employees who have been disabled by stroke, cardiac problems, etc., in order to keep them employed. This policy would benefit both employers and employees and prevent some additional burdening of public support programs.

C. DEFINITIONS AND GUIDELINES

C ( ) ( ) ( )

The Department of Labor should develop and distribute guidelines clarifying the definitions of "handicapped" and what is meant by "qualified." Requirements for basic "accommodations" should be established by law or regulations.

D. COORDINATION IN AFFIRMATIVE ACTION

D ( ) ( ) ( )

Although there is general disagreement regarding desirability of assigning responsibility for all affirmative action to a single government agency, there is agreement that there is a need for *greater coordination* of existing programs.

E. EMPLOYER-LABOR AWARENESS

E ( ) ( ) ( )

Employers and labor representatives should know the job requirements and how they may be altered to accommodate a handicapped person. Medical personnel should have input re medical information; and be, themselves, instructed in the real needs and capabilities of both the job providers and the job doers.

F. GOALS

F ( ) ( ) ( )

Broad-based goals should be considered and studies should be made of the pro's and con's of numerical goals.

G. HANDICAPPED DETERMINE ACCOMMODATIONS

G ( ) ( ) ( )

Handicapped persons should be involved in the determining of any accommodations.

Ballot: Issue ILC-ECC I-2

	Recommendation	Priority Vote 1st	2nd	3rd
H. EVALUATION OF AFFIRMATIVE ACTION	H	( )	( )	( )
Any affirmative action program should be given a fixed term or duration for evaluation of performance, and watched closely so that it is revised and enforced as necessary; and when its goals are accomplished it should be terminated. Monitoring methods are needed to ensure that goals are being met by regulatory agencies, and to make the necessary adjustments in their performance.				
I. MEANING OF "REASONABLE ACCOMMODATION"	I	( )	( )	( )
The meaning of reasonable accommodations should be more clearly defined, including not only buildings but the wage structures, work hours, job design, productivity and seniority.				
J. SUCCESSFUL SITE MODIFICATION	J	( )	( )	( )
Information on a case-by-case example of successes and failures in modifications and the reasons for them should be disseminated.				
K. JOB RETENTION FOR HANDICAPPED	K	( )	( )	( )
There should be special adjustments in regard to handicapped persons to ensure the equitable operation of seniority systems in regard to job retention.				
L. EMPLOYING TERMINALLY ILL	L	( )	( )	( )
Guidelines should be provided to assist employers in handling individuals whose employment may be short-term by reason of limited life-span and working ability.				
M. CHRONIC AND PROGRESSIVE CONDITIONS	M	( )	( )	( )
Procedural guidelines must be developed by the Department of Labor to speak to the very real issues of disease conditions and injury conditions which are progressive and result in decreasing capacity to work.				
N. JOB MATCHING	N	( )	( )	( )
Guidelines should be developed to assist in matching handicapped persons with jobs. Guidelines should be developed to assist in removing architectural barriers and otherwise accommodating handicapped persons. Agencies that deal with employers and handicapped persons should carry through on complaints of which they are aware, and not act simply as "conduits" for grievances filed. Selective placement information should be made available to all who want it.				

	Ballot: Issue ILC-ECC I-2			
	Recommendation	Priority Vote 1st	2nd	3rd
O. SECTIONS 503/504 AND PUBLIC SECTOR	O	( )	( )	( )
Section 504 of the Rehabilitation Act of 1973 should be rewritten to require the public sector to adopt affirmative action programs in employment of disabled persons. These requirements should be identical to those currently required of employers under Section 503 of the same Act.				
P. COMBINE 503 AFFIRMATIVE ACTION PROGRAMS	P	( )	( )	( )
Since the provisions of earlier established affirmative action programs are already in place, this program should become an integral part of earlier programs relating to reinstatement, transfer, promotion and back pay, etc., which give employers the incentive to implement this program. (Note: It is possible that an employer could claim having reached the "goal" for handicapped by counting all of those who fit the definition *already* on his payroll—thereby nullifying his obligation to hire more.)				
Q. UNION OFFICIALS' RESPONSIBILITIES	Q	( )	( )	( )
Employers should request input from union officials when appropriate concerning their programs for affirmative action to employ handicapped persons since many unions are quite hostile and angry that they have not been asked for input in the formation of currently existing affirmative action programs for minorities and women.				
R. ACCOMMODATIONS CLAUSE	R	( )	( )	( )
It should become part of the employer's contract compliance to have buildings be barrier-free and present "accommodations" clause should be stronger.				
S. LABOR LAWS AND STATE REGULATIONS	S	( )	( )	( )
The Department of Labor should defer to the Fair Employment Practices Agency where there is a State law protecting the handicapped (that may be more effective).				
T. DEFINITIONS	T	( )	( )	( )
All principals involved in employment of handicapped should be brought together to plan the strategy for carrying out an aggressive affirmative action program (unions, companies, communities, consumers) with identified targets and ways of monitoring program.				
U. GUIDELINES FOR SPECIFIC DISABILITIES	U	( )	( )	( )
Specific methods should be outlined and technical research done to show industry how to seek out and effectively employ persons with certain specific disabilities and do a good job of work modification where indicated.				

	Ballot: Issue ILC-ECC I-2			
	Recommendation	Priority Vote 1st	2nd	3rd
V. UNION AWARENESS	V	( )	( )	( )
Union leaders should start complete training programs to inform all members and leadership especially about the requirements of 503 and should get together with management to spell out ways to solve seniority problems, entry-level job problems, etc.				
W. EMPLOYER EDUCATION	W	( )	( )	( )
Educate industry to tap into Federal and State resources when hiring handicapped that can offer on-the-job training subsidy, etc., and also educate as to value of reaching out and re-employing persons who are already trained (older disabled) to take them off benefit rolls.				

Ballot: Issue ILC-ECC I-3

Recommendation	Priority Vote 1st	2nd	3rd

ILC-ECC I-3 ECONOMIC CONCERNS—EMPLOYMENT

How can existing Federal and State statutes and regulations be modified to improve and expand employment of physically and mentally handicapped persons?

A. LIMITED GOVERNMENT SUBSIDY OF INDUSTRY

A ( ) ( ) ( )

Employment of handicapped persons should not be on a "quota" system. Government could make hiring the severely handicapped more desirable (for employers) by subsidizing industry for up to "X" number of years. This could enable and encourage smaller companies to hire disabled persons.

B. ANSI STANDARDS NATIONAL

B ( ) ( ) ( )

Revised American National Standards Institute (ANSI) standards should be applied nationally.

C. EARLY REHABILITATION

C ( ) ( ) ( )

Rehabilitation should be provided early in cases of work-related injuries.

D. ATTACK ON BARRIERS

D ( ) ( ) ( )

Barriers to accessibility, transportation difficulties and adverse attitudes frequently go hand-in-hand and all constitute barriers to the employment of handicapped people; so consideration must be given to attacking them as a total problem through coordinated State and Federal programs.

E. BARRIER-FREE TRANSPORTATION

E ( ) ( ) ( )

Appropriations for mass transportation to enable the handicapped to use buses, etc., should be increased and it should be ensured that new transportation systems or equipment will be usable for disabled persons.

F. ENFORCEMENT OF LAWS

F ( ) ( ) ( )

Existing laws in regard to the handicapped should be effectively and promptly enforced.

G. RESPONSIBILITIES AND COMPLIANCE

G ( ) ( ) ( )

Staffs of such offices as that of an Attorney General should be trained in and assigned definite responsibilities for ensuring compliance with standards by all persons and entities subject to the pertinent laws and regulations.

Ballot: Issue ILC-ECC I-3

	Recommendation	Priority Vote 1st	2nd	3rd
H. NEW CONSTRUCTION COMPLIANCE	H	( )	( )	( )
Reports on new construction (e.g., the Dodge Reports) should be regularly reviewed, and builders contacted to be sure that they comply with the laws and regulations for barrier-free construction.				
I. STATES AND MANAGEMENT-LABOR COOPERATION	I	( )	( )	( )
Provide for passage of laws enabling the States to form committees to work with management and labor to enhance the employment of handicapped persons.				
J. STATE ENFORCEMENT OF LAWS	J	( )	( )	( )
Each State should hire an attorney(s) for the handicapped with appropriate staff to ensure compliance with laws pertaining to the handicapped.				
K. RANDOLPH-SHEPPARD ACT	K	( )	( )	( )
The Randolph-Sheppard Act should be amended to include other severely handicapped individuals, in addition to the blind, in the vending stand program.				
L. LEGISLATION	L	( )	( )	( )
Legislation should be proposed which will require that Federal and State agencies develop a system within each State to centralize information on current job openings and projected labor market needs; and the State employment department be considered as the site or the agency to handle this information.				
M. SUPPLEMENTAL SECURITY INCOME	M	( )	( )	( )
Federal laws and regulations concerning payment of supplemental security income to the disabled must be amended to eliminate requirements and criteria for eligibility which act as a disincentive for disabled persons to return to or accept employment if it results in reduced net income or prevents return to the program if employment ends.				
N. SECOND INJURY CLAUSE	N	( )	( )	( )
Second injury laws must be mandatory under all workmen's compensation insurance programs, and should include all injury and disease conditions; should be administered with specific criteria concerning types of conditions, methods by which subsequent injuries, or diseases, would be apportioned, and paid for under the provisions; and provide relief to employers by pegging benefits at levels that are realistic.				

Ballot: Issue ILC-ECC I-3

Recommendation	Priority Vote 1st	2nd	3rd
O	( )	( )	( )
P	( )	( )	( )
Q	( )	( )	( )
R	( )	( )	( )
S	( )	( )	( )
T	( )	( )	( )

O. WORKMEN'S COMPENSATION

Workmen's Compensation programs must be amended to include provisions for mandatory vocational rehabilitation services for all employees injured on-the-job, and these provisions must apply equally to those employees in both public and private sector employment.

P. COLLECTIVE BARGAINING

Collective bargaining agreements between organized labor and industry must incorporate provisions for the orderly return to work of those union members who are injured on-the-job, and should incorporate an assessment of a specific percentage of a negotiated fringe benefit package to provide rehabilitation services to injured union members. The benefits should be jointly administered by companies and unions, to ensure, whenever possible, that injured workers would return to work with the employer of record prior to injury.

Q. NATIONAL FULL EMPLOYMENT ACT

Passage of a national full employment act, uniform for all States and similar in scope to the Civil Rights Act; in addition, passage of human resources "depletion allowance" act similar to the oil depletion allowance. Such law would provide that government be the employer of "last resort."

R. TRANSPORTATION FOR SEVERELY DISABLED

Although bus purchasers resist buying accessible buses, cost should be considered as one time in 15-year life of bus and placed in proper perspective relative to numbers of disabled people served over the years and their new earning (tax) power resulting from accessibility of buses; and there should be established an Advisory Committee at *State* level to oversee transportation purchases and developments.

S. RETROFIT EXISTING PUBLIC VEHICLES

The Federal government should be required to insist that recipients of funds for transportation systems provide fully accessible rolling stock and terminals, and old buses should be "retrofitted" with accessible features as well as all new ones required to have them.

T. FEDERAL TRANSPORTATION SUBSIDY

Federally subsidized innovative approaches are needed to design buses that will help severely handicapped people to be put into "mainstream" of transportation; and automobiles should be redesigned for easier use by severely handicapped, including warning devices installed on cars to warn hearing impaired of approaching fire engines, ambulances, etc.

Ballot: Issue ILC-ECC I-3

	Recommendation	Priority Vote 1st	2nd	3rd
U. ARCHITECTURAL AND JOB MODIFICATION	U	( )	( )	( )
All avenues of architectural and job changes should be explored and cost kept as low as possible, with vocational rehabilitation and OFCCP staff helping employers to make correct modifications which should be BASIC and then expanded on an "as needed" basis.				
V. ENFORCEMENT OF LAWS AIDED BY LABOR-INDUSTRY	V	( )	( )	( )
The political muscle of labor and industry should be used in State legislatures, and the Industry-Labor Council, on the State level, should be continued to assist in enforcement of laws aiding handicapped.				
W. NATIONAL HEALTH SECURITY ACT	W	( )	( )	( )
The Kennedy-Corman Health Security Act should be enacted which could remove many barriers to employment of the handicapped and reduce medical side of workmen's compensation.				
X. UNEMPLOYMENT INSURANCE LAWS	X	( )	( )	( )
There should be enacted national workmen's compensation and unemployment insurance laws, with the experience rating system possibly eliminated in the unemployment insurance laws even though the experience rating system does give employees incentive to retain employees and thereby realize a small return of capital.				
Y. MEDICARE BENEFITS	Y	( )	( )	( )
Some disabilities which require extended medical attention should make the individual eligible for extended Medicare and Federal subsidy to continue payments so that the employed individual will not lose eligibility by becoming employed (i.e., renal failure, expensive medications for chronic disorders).				

Ballot: Issue ILC-ECC I-4

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-4 ECONOMIC CONCERNS–EMPLOYMENT

How can existing corporate tax provisions be modified to improve access to employment for disabled persons?

A. TAX DEDUCTIONS

A ( ) ( ) ( )

Consideration should be given to ensure that the law will permit tax deductions for modified facilities inside a corporation building as well as to provide access from outside the building.

B. TAX EXEMPTIONS

B ( ) ( ) ( )

Tax exemptions for the modifications of buildings for use by the handicapped should be available to all organizations, including non-business and non-profit ones.

C. DEDUCTION PROVISIONS

C ( ) ( ) ( )

Because the Dole-Mondale Amendment to the Tax Reform Act of 1976 permits a tax deduction up to a maximum of $25,000 for accessibility modifications to buildings, and larger companies may not consider this to be a significant incentive, steps should be taken now to provide for an increase to a more suitable amount, and rate should be considered on a footage base per plant.

D. INVESTMENT IN BARRIER REMOVAL

D ( ) ( ) ( )

Tax write-offs should be based on a percentage of investment for large companies (more than the $25,000 presently authorized by the Dole-Mondale tax reform measures which is not sufficient for companies with many installations).

Ballot: Issue ILC-ECC I-5			
Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-5 ECONOMIC CONCERNS–EMPLOYMENT

How could existing State and county licensing procedures and costs be modified to promote greater access to employment, and transportation to and from work, by handicapped individuals?

A. RESPONSIBILITY OF ARCHITECTS AND BUILDERS

A ( ) ( ) ( )

Architects and other professional people concerned with implementation of standards should be made aware of what can and should be done by including instruction or requirements in professional schools in registration and in examinations for licensing. Trade journals of architects and builders should include articles on accessibility: what it is, how it can be achieved, and the role of the architect and builder in achieving accessibility.

	Ballot: Issue ILC-ECC I-6			
	Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-6 ECONOMIC CONCERNS–EMPLOYMENT

How can attitudes of supervisors be modified to ensure equal opportunity for career advancement for disabled workers?

A. AWARENESS TRAINING FOR COMPANY PERSONNEL

A ( ) ( ) ( )

Employers should move aggressively to incorporate awareness training about the handicapped in company and personnel training programs, and it should be directed at attitudes and biases stemming from fear and ignorance with the disabled portrayed performing a wide variety of tasks, demonstrating their abilities to perform adequately and within production standards. (Government agencies can assist in development of such programs by providing information and materials for employer use.)

B. AWARENESS PROGRAMS FOR SUPERVISORS

B ( ) ( ) ( )

Awareness programs should be developed for supervisors and associates of handicapped persons.

C. SUPERVISORS AND FOREMEN PARTICIPATION

C ( ) ( ) ( )

Foremen and/or line supervisors should participate in the interviewing and selection of handicapped individuals as a routine personnel practice.

Ballot: Issue ILC-ECC I-7

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-7 ECONOMIC CONCERNS–EMPLOYMENT

What is the most effective means of modifying negative attitudes toward handicapped persons and resultant hiring behavior of employers in the public and private sectors?

A. AWARENESS PROGRAMS

A ( ) ( ) ( )

Educational, informational and awareness programs should be continued and expanded to reach all who are or should be concerned with making affirmative action for the handicapped work successfully.

B. COSTS RELATED TO PRODUCTIVITY

B ( ) ( ) ( )

Cost-study should be conducted to assess the costs of claims compared to productivity and profit relative to hiring disabled persons. This information should be disseminated throughout industry.

C. EMPLOYER DATA BANK

C ( ) ( ) ( )

Governor's Committees on Employment of the Handicapped should emphasize public information for employers and for the handicapped. They should also bring together Vocational Rehabilitation, Employment Service resources and the workers.

D. FAMILY ATTITUDES

D ( ) ( ) ( )

Every family should provide information to its members, including children, re handicapped persons; and instructional or awareness materials should be provided at the family and grade school level.

E. MEDICAL PROFESSION AND WORK POTENTIAL

E ( ) ( ) ( )

Educate the medical profession about work potential for the individual, and encourage doctors to state job limitations definitively so that an individual is not disqualified from doing ALL work simply because he is physically disqualified from doing SOME work.

F. ADDITIONAL INDUSTRY-LABOR CONFERENCES

F ( ) ( ) ( )

More conferences of stature similar to Regional Conferences held by Industry-Labor Council are needed to deal with the vast array of problems that have arisen and will arise in the area of employment of the handicapped and to win Industry-Labor commitment.

G. IMPROVEMENT IN WORK SITES

G ( ) ( ) ( )

There should be more awareness that hiring the handicapped would increase the provision of cleaner and safer work environments for all.

	Ballot: Issue ILC-ECC I-7			
	Recommendation	Priority Vote 1st	2nd	3rd
H. SPECIAL TRAINING PROGRAMS	H	( )	( )	( )
Industry and labor should be encouraged to become involved in the development of training programs specifically designed for the handicapped and should assist in the placement of the handicapped (i.e., CIL employer advisory committee and employers' participation in summer work programs).				
I. SEMINARS FOR CONCERNED GROUPS	I	( )	( )	( )
Seminars should be developed involving rehabilitation agencies, labor unions, management, employment services and handicapped persons, so that each group can become more familiar with the problems faced by the other groups.				
J. SAFETY FACTORS	J	( )	( )	( )
Illustrate to employers that solving problems of egress (in case of fire) and other special building code problems help ALL employees (such as audio and visual fire warnings), and let the handicapped employee choose the best method of egress.				
K. FLEXIBILITY OF SEVERELY HANDICAPPED	K	( )	( )	( )
Train disabled persons (severely disabled) to be more flexible within the environment by developing aids that will make this possible and training individuals to use these aids.				
L. SPECIAL PROBLEMS OF SMALL EMPLOYER	L	( )	( )	( )
The problems of benefit costs of the small employer should be recognized and dealt with, and more and better communications between unions and employers regarding actuarial statistics and cost factors for the small and medium sized employers should be developed.				

Ballot: Issue ILC-ECC I-9

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-9 ECONOMIC CONCERNS–EMPLOYMENT

How can business, labor and the professions effectively interact with volunteer, Federal, State, and local agencies to support and perpetuate employment programs for disabled individuals?

A. JOB PREPARATION RESOURCES

A ( ) ( ) ( )

More efforts should be made to identify and use existing resources (e.g., CETA funds) for preparing handicapped persons for jobs.

Ballot: Issue ILC-ECC I-11

Recommendation	Priority Vote 1st	2nd	3rd
A	( )	( )	( )
B	( )	( )	( )

ILC–ECC I-11 ECONOMIC CONCERNS–EMPLOYMENT

How could Federal and/or State hiring procedures be improved for disabled job applicants?

A. EXAMPLE SET BY GOVERNMENT AGENCIES

Government agencies should be the first to comply with all regulations on employing the handicapped.

B. GOVERNMENT COMPLIANCE

The public sector, including local, city, county, and State governments, must be expected to adhere to the same requirements of affirmative action in employment of the handicapped as are now required of private employers.

Ballot: Issue ILC-ECC I-14

	Recommendation	Priority Vote 1st	2nd	3rd
ILC–ECC I-14 ECONOMIC CONCERNS–EMPLOYMENT				
How can union rules and attitudes throughout all organized labor in the public and private sectors be modified to provide greater employment opportunities for physically and mentally handicapped persons?				
A. LABOR NEWS MEDIA	A	( )	( )	( )
The Labor news media can be used to spread facts and training programs for union members to re-emphasize accessibility problems should be instituted.				
B. MODEL CONTRACT CLAUSE	B	( )	( )	( )
The AFL-CIO, working with the White House Conference, should draw up a "model contract" clause for handicapped employees, to be disseminated to the member unions for use in collective bargaining contracts.				
C. UNIONS' CONTRACTUAL REPRESENTATION	C	( )	( )	( )
Because the percentage of organized labor membership in bargaining positions is less than 25 percent, labor cannot be expected to expedite the hiring of handicapped individuals in *all* work areas.				
D. MEANS TO RECLASSIFY JOBS	D	( )	( )	( )
Union leaders and management should establish a means to routinely negotiate the reclassification of jobs within the seniority system when a severely handicapped individual can perform a job which is not normally an entry-level position; and, in addition, monitor handicapped job progress so that handicapped person is not blocked from advancement because his particular job has been set aside from the seniority system.				
E. HUMAN RESOURCES INSTITUTE	E	( )	( )	( )
Establish Human Resources Development Institute for handicapped individuals (within the unions), similar to the agencies which now exist for the disadvantaged.				

Ballot: Issue ILC-ECC I-15

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-15 ECONOMIC CONCERNS–EMPLOYMENT

How can job training, career and vocational education programs be implemented and expanded to allow physically and mentally handicapped persons to be better prepared for semi-skilled, skilled and technical positions for which, through their qualifications, they should be able to compete?

A. VOCATIONAL REHABILITATION

A ( ) ( ) ( )

Vocational Rehabilitation should sell itself as a "business service" and not as just another State agency serving handicapped people. The National Alliance of Businessmen and AFL-CIO could work together on this type of cooperation, and there should be national guidelines for levels of job training.

B. REHABILITATION/PLACEMENT CENTERS

B ( ) ( ) ( )

There should be a rehabilitation/placement center (Government sponsored) through the city and State colleges to evaluate the potential of handicapped persons and train them to employability. Teachers should educate employers regarding interviewing procedures of handicapped people. The center should be part of the college system, and information regarding the center should be distributed among both the handicapped and employers.

C. ON-THE-JOB TRAINING

C ( ) ( ) ( )

More funds should be made available for on-the-job training for the handicapped.

Ballot: Issue ILC-ECC I-16			
Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-16 ECONOMIC CONCERNS–EMPLOYMENT

What can be done to equalize the burden of health care premiums and benefit both the handicapped and employer contributors?

A. DISTRIBUTION OF HEALTH CARE INSURANCE PREMIUMS

A ( ) ( ) ( )

Higher health care insurance premiums, to which employers contribute as well as employees, should be spread over a larger segment of society than just those two groups. This would act as incentive for increased employer activity in hiring marginally healthy persons.

	Ballot: Issue ILC-ECC I-19			
	Recommendation	Priority Vote 1st	2nd	3rd
ILC–ECC I-19 ECONOMIC CONCERNS–EMPLOYMENT				
What positive steps can be taken to assist employers to recruit and successfully employ handicapped persons?				
A. STANDARDIZED LISTINGS OF JOB SEEKERS	A	( )	( )	( )
All States should have standardized listings–giving vital information, especially regarding degree of qualifications and specific client information. More public information and public relations regarding Vocational Rehabilitation services are needed for employers (pamphlets for recruitment, etc.).				
B. JOB FAIRS	B	( )	( )	( )
Job Fairs where face-to-face information regarding skills of handicapped persons and job requirements can be exchanged should be held in every State, along with other innovative recruitment programs.				
C. ACCESSIBILITY INFORMATION	C	( )	( )	( )
Industry needs additional information on what is involved in meeting the accessibility requirements: design specifications, costs and clear guidelines for making accommodations.				
D. TECHNICAL ASSISTANCE ON ACCOMMODATIONS	D	( )	( )	( )
Technical assistance on accommodations should be provided companies in meeting their accessibility requirements.				
E. ACCESSIBILITY SYMBOL	E	( )	( )	( )
The international accessibility symbol should be used by companies in their recruitment literature, advertising, etc., as well as on their premises *if* their buildings are accessible.				
F. BARRIER NATIONAL GUIDELINES AND COSTS	F	( )	( )	( )
Clear national guidelines as to the cost of modifications of buildings are needed; and information about who is responsible for implementing these guidelines should be disseminated.				
G. PILOT PROJECTS	G	( )	( )	( )
Develop some methods and pilot projects to help management and labor gain a broader understanding and appreciation of the contribution to be made by handicapped persons in the job market.				

Ballot: Issue ILC-ECC I-19

	Recommendation	Priority Vote 1st	2nd	3rd
H. INSURANCE PRACTICES	H	( )	( )	( )
Because of possible discrimination against the hiring of the handicapped based on assumed increased insurance costs, insurance companies should study (or be studied in regard to) their practices; and the results should be publicized. (There are insurance companies that have special coverage for the needs of the handicapped, and may serve as models for others.)				
I. STANDARDIZED INSURANCE	I	( )	( )	( )
A method, agency, or vehicle should be found that will provide the insurance companies with standardized insurance policies to accommodate the "problem areas" regarding employment of the handicapped.				
J. AGENCIES AS MANPOWER RESOURCES	J	( )	( )	( )
Agencies, organizations and groups that provide services to the handicapped should also be identified and utilized as available resources for employers and job applicants alike; and should be staffed in part by handicapped individuals so that firsthand information can be given when inquiries are made.				
K. SPECIAL PLACEMENT COUNSELORS	K	( )	( )	( )
Special placement interviewers should be identified specifically to assist in placement of handicapped persons, and the "numbers game" be de-emphasized for such placement counselors.				
L. AWARENESS TRAINING PROGRAMS	L	( )	( )	( )
The appropriate Federal and/or State agencies should develop an awareness training program for employers and union representatives to educate them as to the capabilities of handicapped individuals.				
M. JOB OPERATIONS VIDEO-TAPED	M	( )	( )	( )
Video tapes should be made of those jobs in question where there may be difficulty in determining ability to perform, and these should be studied with the handicapped applicant so that a fair determination may be made as to the specific job demands. (The handicapped person can often assist in determining whether he or she can perform the job at a productive rate.)				
N. REVIEW OF PLACEMENT PROGRESS	N	( )	( )	( )
Management and unions should make a commitment to review the progress and capabilities of handicapped workers who have been on the same job for some time; and, in addition, refer workers who have become disabled to local rehabilitation agencies or for rehabilitation through insurance programs.				

Ballot: Issue ILC-ECC I-19

	Recommendation	Priority Vote 1st	2nd	3rd
O. DISABLED RIGHTS UNDER 503	O	( )	( )	( )
Disabled workers themselves should be informed of their rights to grievance procedures through the unions and to the guaranteed rights under the wage and hour laws, provisions of Section 503 and 504 of the Rehabilitation Act, and other laws; and, in addition, an advocate for disabled workers could be incorporated into the union system.				
P. COMPREHENSIVE NATIONAL HEALTH PROGRAM	P	( )	( )	( )
A comprehensive national health program should be enacted by Congress and should incorporate provisions which will adequately provide for benefits for individuals who suffer from progressive conditions or traumatic injury—thereby encouraging employers to consider qualified disabled persons who may be potential risks in relation to increased health costs.				
Q. GOVERNMENT REFERENCE DOCUMENTS	Q	( )	( )	( )
Governmental agencies, such as Rehabilitation, Health, Social Welfare, and Employment Development Departments, should cooperatively identify their resources that are available for employment of handicapped individuals and incorporate services into small reference handbooks which should then be communicated to employers and organized labor generally.				
R. ADVERTISE AFFIRMATIVE ACTION	R	( )	( )	( )
All employers should incorporate a statement in their advertising that handicapped persons are considered equally in employment processes, thereby encouraging more handicapped persons to apply for available employment.				
S. PLACEMENT OF HANDICAPPED PERSONS	S	( )	( )	( )
Employers should consider the placement of handicapped individuals in key positions in their organizations, including personnel departments, equal employment opportunity programs, and affirmative action programs. These individuals could then effectively demonstrate employers' commitment to an affirmative action policy.				
T. ACCESSIBLE TRANSPORTATION	T	( )	( )	( )
Employers should push for accessible public transportation, as it would help them hire handicapped persons and keep disabled individuals moving toward re-entry into society (possibly preventing expensive institutionalization).				

Ballot: Issue ILC-ECC I-19

	Recommendation	Priority Vote 1st	2nd	3rd
U. COST OF ACCESSIBLE TRANSPORTATION	U	( )	( )	( )
Further study should be done on cost of accessible buses relative to efficient use and ridership, with suggested viable alternatives (e.g., subsidized taxi service), and study of technical and systemic problems (i.e., time consumed in boarding) should be done to present FACTS rather than fiction when solving problems.				
V. EXPANSION OF TECHNICAL KNOWLEDGE	V	( )	( )	( )
Fully explore and document technical aids for the handicapped that have been developed and/or marketed to assist mobility (i.e., traffic signals (audible) for the blind), and put more Government research funds into development of systems and devices which will enable physically handicapped to be employed and to be an integral part of the community. Use all engineering resources more fully, using awards or other incentives to do original design for "hardware" to assist severely handicapped (i.e., portable telephone attachment for deaf).				
W. FEDERAL FUNDS TO REMOVE BARRIERS	W	( )	( )	( )
A percentage of Federal funds (i.e., regional revenue sharing) should be earmarked for building modification. (CETA can assist employers with this.)				
X. CATASTROPHIC HEALTH INSURANCE	X	( )	( )	( )
"Catastrophe" insurance should be made available to safeguard the small employer willing to hire the handicapped but intimidated by the possibility of increased insurance premiums or cost.				
Y. "REMOTE" WORK SITES	Y	( )	( )	( )
Explore benefits of remote work for physically handicapped, using telecommunication services to make the remote worker an integral, interactive contributor to the work force; and study the major categories of the disabled to assess how new technology can contribute to the well being of persons in each category.				
Z. COST OF EMPLOYEE BENEFIT PLANS	Z	( )	( )	( )
Information should be collected on the differential cost to employee benefit plans covering the handicapped with relation to rate of morbidity or mortality so that nationally based plans can be developed and to indicate possible benefits accruing from employment of the handicapped.				
AA. RANGE OF BENEFITS FOR EMPLOYEES	AA	( )	( )	( )
Labor and management should consider offering employees a broader range of benefits, to include such services as counseling and distributing information to the handicapped about community services available at grassroots level.				

Ballot: Issue ILC-ECC I-19

Recommendation	Priority Vote 1st	2nd	3rd
BB	( )	( )	( )

BB. DEFINITION OF "HANDICAPPED"

A uniform definition of "handicapped" should be established, taking into account the difference between "chronic illness" and "chronic disability" and the fact that the present definition allows employers to take affirmative action credit for employees already on the job who develop handicaps.

CC ( ) ( ) ( )

CC. MANAGEMENT AND LABOR COOPERATION

When job restructuring is needed in order to employ a qualified handicapped person, management and labor should work out policies at the time of contract negotiation and not wait for "immediate" problems to arise.

DD ( ) ( ) ( )

DD. JOB PLACEMENT RESPONSIBILITY

Since Vocational Rehabilitation is not able to adequately do job development and job placement along with other rehabilitation duties and since disabled people often need special job counseling so they will not "fall between the cracks" of bureaucracy, the various State employment services should strengthen their job counseling and placement services and more actively serve as the chief contact point for employers.

EE ( ) ( ) ( )

EE. WORKMEN'S COMPENSATION RATES

In view of the fact that employers, especially "large" employers, do not feel that there is a danger of compensation insurance rates rising when handicapped people are hired, it should be stated clearly that this factor should not be a deterrent for many employers; recognizing, of course, that "small" employers may not be able to absorb any rate-change impact if one results and need to rely more heavily on such laws as the second injury fund, etc.

FF ( ) ( ) ( )

FF. JOINT INDUSTRY-LABOR COUNCILS

Establish a joint industry–labor council within each State which would address itself to problems concerning affirmative action and establish an orderly process of bringing larger numbers of handicapped persons into employment.

	Ballot: Issue ILC-ECC I-20			
	Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC I-20 ECONOMIC CONCERNS–EMPLOYMENT

How can deaf persons be more integrated into the mainstream of jobs and community activities?

A. "SIGNING" AT PUBLIC MEETINGS

A ( ) ( ) ( )

Public meetings of all kinds should provide assistance for those who have impaired hearing.

Ballot: Issue ILC-ECC II-9

Recommendation	Priority Vote 1st	2nd	3rd
A	( )	( )	( )

ILC–ECC II-9 ECONOMIC CONCERNS–EMPLOYMENT

How could the Second Injury Clause of the Workmen's Compensation Laws be modified to permit employment?

A. STANDARDIZED SECOND INJURY FUND

The Federal Government should press for national standardized Workmen's Compensation Second Injury Fund laws and more general use of Second Injury Funds should be allowed.

Ballot: Issue ILC-ECC II-11

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC II-11 ECONOMIC CONCERNS–EMPLOYMENT

How can provisions of existing Federal programs support efforts to develop and implement effective job placement programs?

A. SELECTIVE PLACEMENT

A ( ) ( ) ( )

Vocational Rehabilitation should serve employers as well as their clients better by being committed to making clients truly qualified. Closer job matches should be made; inappropriate referrals should be avoided by Employment Service and Vocational Rehabilitation; and placement specialists should work more closely with employers' placement officers.

B. JOB ANALYSIS AND TRAINING SKILLS

B ( ) ( ) ( )

Placement specialists and employers should look at handicapped persons as individuals, not as problem "groups." Vocational Rehabilitation, Employment Service and other agencies must be able to do knowledgeable job analysis and to provide *realistic* training.

C. PUBLIC AGENCY RESPONSIBILITIES

C ( ) ( ) ( )

Employment Service and Vocational Rehabilitation should share responsibility for developing a national registry of employment opportunities and follow national guidelines established for this purpose.

D. EQUALITY IN TAX DEDUCTIONS FOR SEVERELY HANDICAPPED

D ( ) ( ) ( )

Handicapped persons (i.e., any severely disabled) should be given the same income tax deduction consideration as the blind are now given.

	Ballot: Issue ILC-ECC III-2			
	Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC III-2 ECONOMIC CONCERNS–EMPLOYMENT

What is the appropriate role for the sheltered workshop?

A. REALISTIC TRAINING IN WORKSHOPS

A ( ) ( ) ( )

Management and labor should work more closely with workshops to ensure that realistic training is given for REAL jobs, and not for those that are "make believe" or archaic (or obsolete).

B. LONG-TERM EMPLOYMENT WORKSHOPS

B ( ) ( ) ( )

There should be a clear-cut distinction made between individual workshops regarding their status as training and transitional and those that serve a severely handicapped client population on a long-term basis.

Ballot: Issue ILC-ECC III-6

Recommendation	Priority Vote 1st	2nd	3rd
A	( )	( )	( )

ILC–ECC III-6 ECONOMIC CONCERNS–EMPLOYMENT

What should be the alternatives for handicapped persons for whom employment should not be an objective?

A. AT-HOME EMPLOYMENT

Use of at-home employment that does not exploit or mis-use the handicapped should be considered and developed where feasible.

Ballot: Issue ILC-ECC III-10			
Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC III-10 ECONOMIC CONCERNS–EMPLOYMENT

How can the Social Security Disability Insurance Fund be modified to permit expanded benefits to severely disabled persons without functioning as a disincentive to work?

A. FORFEITURE OF DISABILITY INCOME BENEFITS

A ( ) ( ) ( )

A person living on disability income should not have to lose money (income) by going to work; i.e., forfeiting benefits such as attendant cost reimbursement, subsidized medication cost, and transportation cost. Some method of continuing partial subsidization should be maintained.

Ballot: Issue ILC-ECC III-11

Recommendation	Priority Vote 1st	2nd	3rd

ILC–ECC III-11 ECONOMIC CONCERNS–EMPLOYMENT

How can the "disincentive" factors of sheltered employment be overcome so that trained persons can be encouraged to take competitive employment?

A. SUPPLEMENTARY TRANSITIONAL EMPLOYMENT

A ( ) ( ) ( )

It should be made more economically attractive for handicapped individuals, who are reluctant to "cut loose" from the sheltered situation, to take competitive employment by offering modified transitional employment to supplement their workshop income.

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